



Substitute House Bill No. 5143

Public Act No. 26-50

AN ACT REQUIRING TRAINING FOR HOMEMAKER-COMPANION AGENCY EMPLOYEES.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. (NEW) (*Effective from passage*) (a) (1) On and after January 1, 2027, each homemaker-companion agency, as defined in section 20-670 of the general statutes, shall provide not less than eight paid hours of:

(A) Initial training to each new employee not later than ninety days after a new employee's start of employment, which shall include, but need not be limited to, programs relating to the topics described in subdivisions (2), (3) and (4) of subsection (b) of this section and, if the new employee will provide services to persons with Alzheimer's disease or dementia, subdivision (6) of subsection (b) of this section; and

(B) Annual continuing education to each employee, which shall be comprised of programs on the list of approved homemaker-companion agency employee training programs developed pursuant to subsection (b) of this section.

(2) If an employee of a homemaker-companion agency has received initial training in accordance with the provisions of subparagraph (A) of subdivision (1) of this subsection while employed by a different

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homemaker-companion agency within the three years preceding the employee's date of hire, such training shall satisfy the initial training requirements of said subparagraph, provided the employee furnishes proof of such initial training by providing the form described in subsection (c) of this section. A homemaker-companion agency shall retain a copy of such form in the employee's personnel file as proof of compliance with the initial training requirements.

(3) The provisions of this subsection shall not apply to (A) a nurse's aide, registered pursuant to chapter 378a of the general statutes, (B) a home health aide, (C) a personal care attendant, as defined in section 17b-706 of the general statutes, or (D) any employee of a homemaker-companion agency who does not provide homemaker services or companion services, as such terms are defined in section 20-670 of the general statutes. For the purposes of this subdivision, "home health aide" means a person who provides home health aide services, as defined in section 19a-490 of the general statutes, as an employee of a home health aide agency, as defined in said section.

(b) Not later than October 1, 2026, the Commissioner of Consumer Protection, in consultation with the Commissioners of Public Health, Social Services, Developmental Services and Mental Health and Addiction Services, shall develop a list of approved homemaker-companion agency employee training programs appropriate for use by homemaker-companion agencies when providing mandatory employee training pursuant to the provisions of subsection (a) of this section. The list of approved homemaker-companion agency employee training programs shall be limited to programs concerning (1) communication, (2) maintenance of a clean and safe environment, including, but not limited to, best practices relating to dressing, bathing and toileting assistance, (3) identification and reporting of abuse and neglect, (4) identification and reporting of changes in a homemaker-companion agency client's condition and service needs, (5) differentiation between

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medical and nonmedical care, (6) providing nonmedical services to a person with Alzheimer's disease or dementia, and (7) any other topic deemed appropriate by the Commissioner of Consumer Protection, in consultation with the Commissioners of Public Health, Social Services, Developmental Services and Mental Health and Addiction Services. The Commissioner of Consumer Protection shall publish the list of approved homemaker-companion agency employee training programs on the Department of Consumer Protection's Internet web site. Each homemaker-companion agency shall ensure that each employee completes every program on such list at least once every two calendar years.

(c) Upon completion of any employee training conducted pursuant to subsection (a) of this section, each homemaker-companion agency and employee shall complete a form, in a form and manner prescribed by the Commissioner of Consumer Protection, attesting that the employee completed such training. Such form shall include (1) the names of the homemaker-companion agency and employee, (2) the training programs completed by the employee and the date or dates of their completion, and (3) the signatures of a representative of the homemaker-companion agency and the employee.

(d) Each registry, as defined in section 20-670 of the general statutes, shall ensure that each individual such registry supplies or refers to or places with a consumer for the purpose of enabling such individual to provide to the consumer companion services or homemaker services, as such terms are defined in section 20-670 of the general statutes, complies with the training requirements set forth in subsection (b) of this section before supplying or referring such individual to or placing such individual with a consumer.

(e) Not later than January 1, 2027, and annually thereafter, each homemaker-companion agency shall submit to the Department of Consumer Protection, in a form and manner prescribed by the

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commissioner, an attestation in which such homemaker-companion agency agrees to adhere to the training requirements described in this section. Each homemaker-companion agency shall maintain a list of training programs used by such homemaker-companion agency, including content summaries of such programs, and a paper or electronic copy of all forms relating to current employees submitted pursuant to subsection (c) of this section.

Sec. 2. Subsection (g) of section 20-677 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective January 1, 2027*):

(g) (1) A homemaker-companion agency may include in its business name and advertising the term "care" if such term is used in reference to such agency's provision of homemaker services, provided, on and after October 1, 2023, any such advertising ~~[(1)]~~ (A) shall prominently and clearly display in plain font with distinctly contrasting colors at the top of such advertising, including, but not limited to, each page of the agency's Internet web site, social media posts, print media and audio-visual advertisements, the clear and conspicuous words: "(Insert name of homemaker-companion agency) solely provides nonmedical care.", or, if such advertising is an audio advertisement, such words shall be audibly conveyed at the same speed and manner as the rest of such audio advertisement, and ~~[(2)]~~ (B) shall not include any words that indicate or suggest that such agency provides any services beyond the scope of services authorized under this chapter, including, but not limited to, words relating to medical or health care licensure or services.

(2) A homemaker-companion agency may include in its advertising (A) words that accurately describe, as determined by the commissioner, that such agency has employees who are trained to provide homemaker services to individuals experiencing memory difficulties, provided the agency details the type of training and number of hours each employee was trained to provide such services, or (B) a statement that such agency

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complies with all state training requirements relating to homemaker-companion agencies, which may include references to specific homemaker-companion agency employee training program topics as described in subsection (b) of section 1 of this act. A violation of the provisions of this subsection shall constitute untruthful or misleading advertising for the purposes of subsection (a) of section 20-675.