



General Assembly

Amendment

February Session, 2026

LCO No. 4985



Offered by:

REP. SANCHEZ E., 24th Dist.

REP. WILSON, 46th Dist.

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To: Subst. House Bill No. 5003

File No. 709

Cal. No. 258

"AN ACT CONCERNING WORKFORCE DEVELOPMENT AND WORKING CONDITIONS IN THE STATE."

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. Section 31-307 of the general statutes is repealed and the
4 following is substituted in lieu thereof (*Effective October 1, 2026*):

5 (a) If any injury for which compensation is provided under the
6 provisions of this chapter results in total incapacity to work, the injured
7 employee shall be paid a weekly compensation equal to seventy-five per
8 cent of the injured employee's average weekly earnings as of the date of
9 the injury, calculated pursuant to section 31-310, after such earnings
10 have been reduced by any deduction for federal or state taxes, or both,
11 and for the federal Insurance Contributions Act made from such
12 employee's total wages received during the period of calculation of the
13 employee's average weekly wage pursuant to section 31-310; but the

14 compensation shall not be more than the maximum weekly benefit rate
15 set forth in section 31-309 for the year in which the injury occurred. No
16 employee entitled to compensation under this section shall receive less
17 than twenty per cent of the maximum weekly compensation rate, as
18 provided in section 31-309, provided the minimum payment shall not
19 exceed seventy-five per cent of the employee's average weekly wage, as
20 determined under section 31-310, and the compensation shall not
21 continue longer than the period of total incapacity.

22 (b) Notwithstanding the provisions of subsection (a) of this section,
23 any employee who suffers any injury or illness caused by the employer's
24 violation of any health or safety regulation adopted pursuant to chapter
25 571 or adopted by the federal Occupational Safety and Health
26 Administration and listed in 29 CFR, Chapter XVII, after the violation
27 has been cited in accordance with the provisions of section 31-375 or the
28 provisions of the Occupational Safety and Health Act of 1970, 84 Stat.
29 1601 (1970), 29 USC 658 and not abated within the time fixed by the
30 citation, provided the citation has not been set aside by appeal to the
31 appropriate agency or court having jurisdiction, shall receive a weekly
32 compensation equal to one hundred per cent of the employee's average
33 weekly earnings at the time of the injury or illness.

34 (c) The following injuries of any person shall be considered as causing
35 total incapacity and compensation shall be paid accordingly: (1) Total
36 and permanent loss of sight of both eyes, or the reduction to one-tenth
37 or less of normal vision; (2) the loss of both feet at or above the ankle; (3)
38 the loss of both hands at or above the wrist; (4) the loss of one foot at or
39 above the ankle and one hand at or above the wrist; (5) any injury
40 resulting in permanent and complete paralysis of the legs or arms or of
41 one leg and one arm; (6) any injury resulting in incurable imbecility or
42 mental illness.

43 (d) An employee who has suffered the loss or loss of the use of one of
44 the members of the body, or part of one of the members of the body, or
45 the reduction of vision in one eye to one-tenth or less of normal vision,
46 shall not receive compensation for the later injury in excess of the

47 compensation allowed for the injury when considered by itself and not
48 in conjunction with the previous incapacity except as provided in this
49 chapter.

50 (e) Notwithstanding the provisions of section 31-308 and subsection
51 (a) of this section, if any injury for which compensation is provided
52 under the provisions of this chapter results in total or partial incapacity
53 to work as a result of any physical or negligent assault upon a health
54 care provider or other employee of a health care facility or institution
55 while such health care provider or other employee was acting in the
56 discharge of such health care provider's or other employee's duties
57 within the scope of such health care provider's or other employee's
58 employment or under the direction of such health care provider's or
59 other employee's employer, the injured health care provider or other
60 employee shall be paid a weekly compensation equal to one hundred
61 per cent of the injured health care provider's or other employee's
62 average weekly earnings as of the date of the injury, calculated pursuant
63 to section 31-310, provided the provisions of section 31-309 shall not
64 apply to such weekly compensation. Such weekly compensation shall
65 additionally include payment for any (1) expenses reasonably incurred
66 by such health care provider or other employee for medical or other
67 services necessary as a result of such assault, or (2) lost wages due to an
68 absence due to a court appearance in connection with such assault. Any
69 health care provider or other employee absent from employment as a
70 result of injury sustained during an assault or for a court appearance in
71 connection with such assault shall continue to receive such health care
72 provider's or other employee's full salary, while so absent, except that
73 the amount of any workers' compensation award may be deducted from
74 salary payments during such absence. The time of such absence shall
75 not be charged against such health care provider's or other employee's
76 sick leave, vacation time or personal leave days. For purposes of this
77 subsection, "health care provider" means an individual directly or
78 indirectly employed by, or volunteering for, a health care facility or
79 institution and who (A) is involved in direct patient care, or (B) has
80 direct contact with the patient or patient's family when either (i)

81 collecting or processing information for patients forms and records, or
82 (ii) escorting or directing the patient or patient's family on the health
83 care employer's premises, and "health care facility or institution" means
84 a hospital, nursing home, rest home, home health care agency, home
85 health aide agency, emergency medical services organization, assisted
86 living services agency, outpatient clinic, outpatient surgical facility,
87 community health center, urgent care facility, medical office owned or
88 operated exclusively by a person or persons licensed pursuant to section
89 20-13, dental office and infirmary operated by an education institution
90 for the care of students enrolled in, and faculty and employees of, such
91 institution. "Health care facility or institution" does not include any
92 facility or institution operated by the state, except The University of
93 Connecticut Health Center.

94 (f) Notwithstanding the provisions of section 31-308 and subsection
95 (a) of this section, if any injury for which compensation is provided
96 under the provisions of this chapter results in total or partial incapacity
97 to work as a result of any physical or negligent assault upon any
98 member of a board of education, the State Board of Education, the Board
99 of Regents of Higher Education or the Board of Trustees for The
100 University of Connecticut or any teacher employed by such boards or
101 other employee of such boards while such member, teacher or other
102 employee was acting in the discharge of such member's, teacher's or
103 other employee's duties within the scope of such member's, teacher's or
104 other employee's employment or under the direction of such member's,
105 teacher's or other employee's employer, the injured member, teacher or
106 other employee shall be paid a weekly compensation equal to one
107 hundred per cent of the injured member's, teacher's or other employee's
108 average weekly earnings as of the date of the injury, calculated pursuant
109 to section 31-310, provided the provisions of section 31-309 shall not
110 apply to such weekly compensation. Such weekly compensation shall
111 additionally include payment for any (1) expenses reasonably incurred
112 by such member, teacher or other employee for medical or other services
113 necessary as a result of such assault, or (2) lost wages due to an absence
114 due to a court appearance in connection with such assault. Any member,

115 teacher or other employee absent from employment as a result of injury
116 sustained during an assault or for a court appearance in connection with
117 such assault shall continue to receive such member's, teacher's or other
118 employee's full salary, while so absent, except that the amount of any
119 workers' compensation award may be deducted from salary payments
120 during such absence. The time of such absence shall not be charged
121 against such member's, teacher's or employee's sick leave, vacation time
122 or personal leave days. For purposes of this subsection, "teacher" and
123 "other employee" include any student completing a student teaching
124 experience under the direction of a teacher employed by a local or
125 regional board of education or by the State Board of Education or Board
126 of Governors or Higher Education, and any member of the faculty or
127 staff or any student employment by The University of Connecticut
128 Health Center or health services.

129 Sec. 2. Section 31-40z of the general statutes is repealed and the
130 following is substituted in lieu thereof (*Effective October 1, 2026*):

131 (a) As used in this section:

132 (1) "Benefits" means health insurance benefits, retirement benefits,
133 fringe benefits, paid leave and any other compensation other than
134 wages to be offered with a position;

135 [(1)] (2) "Employer" means any individual, corporation, limited
136 liability company, firm, partnership, voluntary association, joint stock
137 association, the state and any political subdivision thereof and any
138 public corporation within the state using the services of one or more
139 employees for pay;

140 [(2)] (3) "Employee" means any individual employed or permitted to
141 work by an employer;

142 [(3)] (4) "Wages" means compensation for labor or services rendered
143 by an employee, whether the amount is determined on a time, task,
144 piece, commission or other basis of calculation; and

145 [(4)] (5) "Wage range" means the range of wages an employer
146 [anticipates relying on when setting wages] sets in good faith for a
147 position, and may include reference to any applicable pay scale,
148 previously determined range of wages for the position, actual range of
149 wages for those employees currently holding comparable positions or
150 the employer's budgeted amount for the position.

151 (b) No employer shall:

152 (1) Prohibit an employee from disclosing or discussing the amount of
153 [his or her] such employee's wages or the wages of another employee of
154 such employer that have been disclosed voluntarily by such other
155 employee;

156 (2) Prohibit an employee from inquiring about the wages of another
157 employee of such employer;

158 (3) Require an employee to sign a waiver or other document that
159 denies the employee [his or her] such employee's right to disclose or
160 discuss the amount of [his or her] such employee's wages or the wages
161 of another employee of such employer that have been disclosed
162 voluntarily by such other employee;

163 (4) Require an employee to sign a waiver or other document that
164 denies the employee [his or her] such employee's right to inquire about
165 the wages of another employee of such employer;

166 (5) Inquire or direct a third party to inquire about a prospective
167 employee's wage and salary history unless a prospective employee has
168 voluntarily disclosed such information, except that this subdivision
169 shall not apply to any actions taken by an employer, employment
170 agency or employee or agent thereof pursuant to any federal or state law
171 that specifically authorizes the disclosure or verification of salary
172 history for employment purposes. Nothing in this section shall prohibit
173 an employer from inquiring about other elements of a prospective
174 employee's compensation structure, as long as such employer does not
175 inquire about the value of the elements of such compensation structure;

176 (6) Discharge, discipline, discriminate against, retaliate against or
177 otherwise penalize any employee who discloses or discusses the
178 amount of [his or her] such employee's wages or the wages of another
179 employee of such employer that have been disclosed voluntarily by
180 such other employee;

181 (7) Discharge, discipline, discriminate against, retaliate against or
182 otherwise penalize any employee who inquires about the wages of
183 another employee of such employer;

184 (8) Fail or refuse to provide an applicant for employment the wage
185 range for a position for which the applicant is applying and a general
186 description of the benefits to be offered with such position, if such
187 position has not been made available to an applicant pursuant to an
188 internal or public job advertisement, upon the earliest of (A) the
189 applicant's request, or (B) prior to [or at the time the applicant is made
190 an offer of compensation; or] any discussion of compensation with the
191 applicant or an offer of compensation to the applicant;

192 (9) Fail or refuse to provide an employee the wage range for the
193 employee's position and a general description of the benefits to be
194 offered with such position upon (A) the hiring of the employee, (B) a
195 change in the employee's position with the employer, or (C) the
196 employee's first request for a wage range;

197 (10) Fail or refuse to disclose in an internal or public job
198 advertisement for a position the wages or wage range for such position
199 and a general description of the benefits to be offered with such position;
200 or

201 (11) Retaliate or discriminate against an applicant or employee,
202 including, but not limited to, refusing to interview or hire a prospective
203 employee, refusing to promote an employee or terminating an
204 employee for exercising such applicant's or employee's rights under this
205 section.

206 (c) Nothing in this section shall be construed to require any employer

207 or employee to disclose the amount of wages paid to any employee.

208 (d) An action to redress a violation of subsection (b) of this section
209 may be maintained in any court of competent jurisdiction by any one or
210 more employees or prospective employees. An employer who violates
211 subsection (b) of this section may be found liable for compensatory
212 damages, attorney's fees and costs [, punitive damages] and such legal
213 and equitable relief as the court deems just and proper.

214 (e) [No action shall be brought for any] An action for a violation of
215 subsection (b) of this section [except within] may be brought not later
216 than two years after such violation.

217 (f) The provisions of this section shall apply to any position in which
218 the duties of such position will be performed within the state or in which
219 the duties for such position will be performed outside of the state but
220 requires the employee performing such duties to report directly to a
221 supervisor, office or other worksite located within the state.

222 Sec. 3. (*Effective from passage*) (a) There is established a working group
223 to study the feasibility and considerations necessary to implement a
224 system (1) for health care providers with an electronic health records
225 system capable of connecting to and participating in the State-wide
226 Health Information Exchange, as specified in section 17b-59e of the
227 general statutes, to report to said exchange incidences of patient
228 violence directed at a health care provider, and (2) that alerts a health
229 care provider with such electronic health records system when the
230 provider accepts a new patient or has a scheduled visit with an existing
231 patient who has a documented history of any such incidence.

232 (b) The working group shall consist of the following members: (1)
233 Three members appointed by each chairperson of the joint standing
234 committee of the General Assembly having cognizance of matters
235 relating to public health, and (2) two members appointed by each
236 ranking member of the joint standing committee of the General
237 Assembly having cognizance of matters relating to public health. The

238 chairpersons of the joint standing committee of the General Assembly
239 having cognizance of matters relating to public health shall select the
240 chairpersons of the task force from among the members of the task force.

241 (c) Not later than January 1, 2027, the working group shall submit a
242 report on the findings of the study, in accordance with the provisions of
243 section 11-4a of the general statutes, to the joint standing committee of
244 the General Assembly having cognizance of matters relating to public
245 health.

246 Sec. 4. Section 31-51r of the general statutes is repealed and the
247 following is substituted in lieu thereof (*Effective October 1, 2026*):

248 (a) As used in this section:

249 (1) "Employer" means any person engaged in business, [who has
250 twenty-six or more employees,] including the state and any political
251 subdivision thereof.

252 (2) "Employee" means any person engaged in service to an employer
253 in the business of [his] such person's employer.

254 (3) "Employment promissory note" means any instrument or
255 agreement executed on or after October 1, [1985] 2026, which requires
256 an employee to pay the employer, or [his] such employer's agent or
257 assignee, a sum of money if the employee leaves such employment
258 before the passage of a stated period of time. "Employment promissory
259 note" includes any such instrument or agreement which states such
260 payment of moneys constitutes reimbursement for training previously
261 provided to the employee.

262 (b) On or after October 1, [1985] 2026, no employer may require, as a
263 condition of employment, any employee or prospective employee to
264 execute an employment promissory note. The execution of an
265 employment promissory note as a condition of employment is against
266 public policy and any such note shall be void. If any such note is part of
267 an employment agreement, the invalidity of such note shall not affect

268 the other provisions of such agreement.

269 (c) Nothing in this section shall prohibit or render void any
270 agreement between an employer and an employee (1) requiring the
271 employee to repay to the employer any sums advanced to such
272 employee, (2) requiring the employee to pay the employer for any
273 property it has sold or leased to such employee, (3) requiring
274 educational personnel to comply with any terms or conditions of
275 sabbatical leaves granted by their employers, or (4) entered into as part
276 of a program agreed to by the employer and its employees' collective
277 bargaining representative.

278 Sec. 5. (*Effective from passage*) (a) There is established a task force to
279 study additional services, funding and benefits that may be utilized in
280 order to support persons with disabilities who earn less than the
281 minimum wage pursuant to Section 14(c) of the Fair Labor Standards
282 Act of 1937, 29 USC 214(c). The task force shall (1) examine potential
283 benefits and existing impediments to the state in utilizing such
284 additional services for such persons, and (2) make recommendations on
285 funding sources and benefits the state can provide to support such
286 persons.

287 (b) The task force shall consist of the following members:

288 (1) The chairpersons and ranking members of the joint standing
289 committee of the General Assembly having cognizance of matters
290 relating to labor and public employees, or their designees;

291 (2) The chairpersons and ranking members of the joint standing
292 committee of the General Assembly having cognizance of matters
293 relating to human services, or their designees;

294 (3) One appointed by the speaker of the House of Representatives,
295 who has expertise in the employment of persons with disabilities;

296 (4) One appointed by the president pro tempore of the Senate, who is
297 a member of an organization that advocates for persons with

298 disabilities;

299 (5) One appointed by the majority leader of the House of
300 Representatives;

301 (6) One appointed by the majority leader of the Senate;

302 (7) One appointed by the minority leader of the House of
303 Representatives;

304 (8) One appointed by the minority leader of the Senate;

305 (9) The Commissioner of Aging and Disability Services, or the
306 commissioner's designee;

307 (10) The Labor Commissioner, or the commissioner's designee;

308 (11) The Commissioner of Developmental Services, or the
309 commissioner's designee; and

310 (12) The Commissioner of Administrative Services, or the
311 commissioner's designee.

312 (c) Any member of the task force appointed under subdivision (3),
313 (4), (5), (6), (7) or (8) of subsection (b) of this section may be a member
314 of the General Assembly.

315 (d) At least two members of the task force appointed under
316 subdivision (3), (4), (5), (6), (7) or (8) of subsection (b) of this section shall
317 be a parent of a person with disabilities who earns less than the
318 minimum wage pursuant to Section 14(c) of the Fair Labor Standards
319 Act of 1938, 29 USC 214(c).

320 (e) All initial appointments to the task force shall be made not later
321 than thirty days after the effective date of this section. Any vacancy shall
322 be filled by the appointing authority.

323 (f) The chairpersons of the joint standing committee of the General

324 Assembly having cognizance of matters relating to labor and public
325 employees, or their designees, shall be the chairpersons of the task force.
326 Such chairpersons shall schedule the first meeting of the task force,
327 which shall be held not later than sixty days after the effective date of
328 this section.

329 (g) The administrative staff of the joint standing committee of the
330 General Assembly having cognizance of matters relating to labor and
331 public employees shall serve as administrative staff of the task force.

332 (h) Not later than January 1, 2028, the task force shall submit a report
333 on its findings and recommendations to the joint standing committee of
334 the General Assembly having cognizance of matters relating to labor
335 and public employees and human services, in accordance with the
336 provisions of section 11-4a of the general statutes. The task force shall
337 terminate on the date that it submits such report or January 1, 2028,
338 whichever is later.

339 Sec. 6. Section 21a-421d of the general statutes is repealed and the
340 following is substituted in lieu thereof (*Effective October 1, 2026*):

341 (a) As used in this section:

342 (1) "Bona fide labor organization" means (A) with respect to a labor
343 peace agreement entered into on or before September 30, 2023, a labor
344 union that (i) represents employees in this state with regard to wages,
345 hours and working conditions, (ii) whose officers have been elected by
346 a secret ballot or otherwise in a manner consistent with federal law, (iii)
347 is free of domination or interference by any employer and has received
348 no improper assistance or support from any employer, and (iv) is
349 actively seeking to represent cannabis workers in the state, and (B) with
350 respect to a labor peace agreement entered into on or after October 1,
351 2023, a labor union that is included on the list established and
352 periodically updated by the department pursuant to subsection (b) of
353 this section;

354 (2) "Labor peace agreement" means an agreement between a cannabis

355 establishment and a bona fide labor organization under this section
356 pursuant to which the owners and management of the cannabis
357 establishment agree not to lock out employees and that prohibits the
358 bona fide labor organization from engaging in picketing, work
359 stoppages or boycotts against the cannabis establishment;

360 (3) "Cannabis establishment", "dispensary facility" and "producer"
361 have the same meanings as provided in section 21a-420; and

362 (4) "Licensee" means a cannabis establishment licensee, dispensary
363 facility or producer.

364 (b) (1) Not later than October 1, 2023, the department shall establish
365 and periodically update a list of labor unions that (A) are actively
366 seeking to represent cannabis workers in this state, and (B) satisfy the
367 criteria established in subdivision (2) of this subsection.

368 (2) Not later than September 1, 2023, the department shall accept
369 applications for inclusion on the list established pursuant to subdivision
370 (1) of this subsection. Any labor union that wishes to be included on
371 such list shall submit an application to the department, in a form and
372 manner prescribed by the department. As part of such application, such
373 labor union shall attest, under penalty of false statement, that such labor
374 union:

375 (A) Is actively seeking to represent cannabis workers in this state;

376 (B) Satisfies at least two of the following criteria:

377 (i) Such labor union represents employees in this state with regard to
378 wages, hours and working conditions;

379 (ii) Such labor union has been recognized or certified as the
380 bargaining representative for cannabis employees employed at cannabis
381 establishments in this state;

382 (iii) Such labor union has executed one or more collective bargaining
383 agreements with cannabis establishment employers in this state, which

384 agreement or agreements remain effective on the date of such labor
385 union's application under this subsection; or

386 (iv) Such labor union has spent resources as part of one or more
387 attempts to organize and represent cannabis workers employed at
388 cannabis establishments in the state, which attempt or attempts remain
389 active on the date of such labor union's application under this
390 subsection;

391 (C) Has filed the annual report required by 29 USC 431(b) for the
392 three years immediately preceding the date of such labor union's
393 application under this subsection;

394 (D) Has audited financial reports covering the three years
395 immediately preceding the date of such labor union's application under
396 this subsection;

397 (E) Was governed by a written constitution or bylaws for the three
398 years immediately preceding the date of such labor union's application
399 under this subsection;

400 (F) Is affiliated with regional or national associations of unions,
401 including, but not limited to, central labor councils;

402 (G) Is overseen by officers elected by secret ballot or otherwise in a
403 manner consistent with federal law;

404 (H) Is free from domination or interference by any employer; and

405 (I) Has not received any improper assistance or support from any
406 employer.

407 (3) In the event of any change in the information that a labor union
408 submits to the department under this subsection, the labor union shall
409 correct or update such information, in a form and manner prescribed by
410 the department, not later than thirty days after the date of such change.

411 (4) In the event that a labor union no longer satisfies the criteria

412 established in subdivision (2) of this subsection, the labor union shall
413 notify the department, in a form and manner prescribed by the
414 department and not later than thirty days after such labor union no
415 longer satisfies such criteria, that such labor union no longer satisfies
416 such criteria. The department shall remove such labor union from the
417 list prepared pursuant to subdivision (1) of this subsection.

418 (c) Any provisional cannabis establishment licensee, dispensary
419 facility or producer shall, as a condition of its final license approval,
420 license conversion or approval for expanded authorization,
421 respectively, enter into a labor peace agreement with a bona fide labor
422 organization. Any such labor peace agreement shall contain a clause
423 that the parties agree that final and binding arbitration by a neutral
424 arbitrator will be the exclusive remedy for any violation of such
425 agreement.

426 (d) Notwithstanding the provisions of chapter 54, if an arbitrator
427 finds that a licensee failed to comply with an order issued by the
428 arbitrator to correct a failure to abide by such agreement, upon receipt
429 of a written copy of such finding, the department shall suspend the
430 licensee's license without further administrative proceedings or formal
431 hearing.

432 (e) A licensee or bona fide labor organization may commence a civil
433 action in the Superior Court in the judicial district where the facility
434 used in the operation of a cannabis establishment is located to enforce
435 the arbitration award or to lift the license suspension. The license shall
436 remain suspended until such time that: (1) The arbitrator notifies, or
437 both of the parties to the arbitration notify, the department that the
438 licensee is in compliance with the arbitration award; (2) both of the
439 parties to the arbitration notify the department that they have
440 satisfactorily resolved their dispute; (3) the court, after hearing, lifts the
441 suspension; or (4) the court, after hearing, orders alternative remedies,
442 which may include, but need not be limited to, ordering the department
443 to revoke the license or ordering the appointment of a receiver to
444 properly dispose of any cannabis inventory. Except as provided in

445 subsection (f) of this section, during such time that a license is
446 suspended pursuant to this section, the licensee may engage in conduct
447 necessary to maintain and secure the cannabis inventory, but may not
448 sell, transport or transfer cannabis to another cannabis establishment,
449 consumer or laboratory, unless such sale or transfer is associated with a
450 voluntary surrender of license and a cannabis disposition plan
451 approved by the commissioner.

452 (f) A producer, cultivator or micro-cultivator may sell, transport or
453 transfer cannabis to a product packager, food or beverage manufacturer,
454 product manufacturer, dispensary facility or hybrid retailer for the sale
455 of products to qualified patients or caregivers, which products shall be
456 labeled "For Medical Use Only".

457 (g) The Labor Commissioner shall not recognize, as part of the
458 minimum fair wage, gratuities for persons employed at a cannabis
459 establishment, dispensary facility or producer. Any cannabis
460 establishment, dispensary facility or producer who pays or agrees to
461 pay an employee less than the minimum fair wage shall be in violation
462 of section 31-60. For purposes of this subsection, "minimum fair wage"
463 has the same meaning as provided in section 31-58, as amended by this
464 act.

465 Sec. 7. Subdivision (1) of section 31-275 of the general statutes is
466 repealed and the following is substituted in lieu thereof (*Effective October*
467 *1, 2026*):

468 (1) "Arising out of and in the course of his employment" means an
469 accidental injury happening to an employee or an occupational disease
470 of an employee originating while the employee has been engaged in the
471 line of the employee's duty in the business or affairs of the employer
472 upon the employer's premises, or while engaged elsewhere upon the
473 employer's business or affairs by the direction, express or implied, of the
474 employer, provided:

475 (A) (i) For a police officer or firefighter, "in the course of his

476 employment" encompasses such individual's departure from such
477 individual's place of abode to duty, such individual's duty, and the
478 return to such individual's place of abode after duty;

479 (ii) For an employee of the Department of Correction, (I) when
480 responding to a direct order to appear at such employee's assignment
481 under circumstances in which nonessential employees are excused from
482 working, or (II) following two or more mandatory overtime work shifts
483 on consecutive days, "in the course of his employment" encompasses
484 such individual's departure from such individual's place of abode
485 directly to duty, such individual's duty, and the return directly to such
486 individual's place of abode after duty;

487 (iii) For a telecommunicator, as defined in section 28-30, (I) when a
488 telecommunicator is subject to emergency calls while off duty by the
489 terms of such telecommunicator's employment, (II) when responding to
490 a direct order to appear at such telecommunicator's work assignment
491 under circumstances in which nonessential employees are excused from
492 working, or (III) following two or more mandatory overtime work shifts
493 on consecutive days, "in the course of his employment" encompasses
494 such individual's departure from such individual's place of abode
495 directly to duty, such individual's duty, and the return directly to such
496 individual's place of abode after duty;

497 (iv) For an employee of a public works department, (I) when such
498 employee is subject to emergency calls while off duty by the terms of
499 such employee's employment, (II) when responding to a direct order to
500 appear at such employee's work assignment under circumstances in
501 which nonessential employees are excused from working, or (III)
502 following two or more mandatory overtime work shifts on consecutive
503 days, "in the course of his employment" encompasses such individual's
504 departure from such individual's place of abode directly to duty, such
505 individual's duty, and the return directly to such individual's place of
506 abode after duty. For purposes of this subparagraph, "public works
507 department" means a state or municipal department responsible for the
508 construction, regulation or maintenance of all things in the nature of

509 public works and improvements;

510 [(iv)] (v) Notwithstanding the provisions of clauses (i) and (ii) of this
511 subparagraph, the dependents of any deceased employee of the
512 Department of Correction who was injured in the course of his
513 employment, as defined in this subparagraph, on or after July 1, 2000,
514 and who died not later than July 15, 2000, shall be paid compensation
515 on account of the death, in accordance with the provisions of section 31-
516 306, retroactively to the date of the employee's death. The cost of the
517 payment shall be paid by the employer or its insurance carrier which
518 shall be reimbursed for such cost from the Second Injury Fund as
519 provided in section 31-354 upon presentation of any vouchers and
520 information that the Treasurer may require;

521 (B) A personal injury shall not be deemed to arise out of the
522 employment unless causally traceable to the employment other than
523 through weakened resistance or lowered vitality;

524 (C) In the case of an accidental injury, a disability or a death due to
525 the use of alcohol or narcotic drugs shall not be construed to be a
526 compensable injury;

527 (D) For aggravation of a preexisting disease, compensation shall be
528 allowed only for that proportion of the disability or death due to the
529 aggravation of the preexisting disease as may be reasonably attributed
530 to the injury upon which the claim is based;

531 (E) A personal injury shall not be deemed to arise out of the
532 employment if the injury is sustained: (i) At the employee's place of
533 abode, and (ii) while the employee is engaged in a preliminary act or
534 acts in preparation for work unless such act or acts are undertaken at
535 the express direction or request of the employer;

536 (F) For purposes of subparagraph (C) of this subdivision, "narcotic
537 drugs" means all controlled substances, as designated by the
538 Commissioner of Consumer Protection pursuant to subsection (c) of
539 section 21a-243, but does not include drugs prescribed in the course of

540 medical treatment or in a program of research operated under the
541 direction of a physician or pharmacologist. For purposes of
542 subparagraph (E) of this subdivision, "place of abode" includes the
543 inside of the residential structure, the garage, the common hallways,
544 stairways, driveways, walkways and the yard;

545 (G) The Workers' Compensation Commission shall adopt
546 regulations, in accordance with the provisions of chapter 54, to
547 implement the provisions of this section and shall define the terms "a
548 preliminary act", "acts in preparation for work", "departure from place
549 of abode directly to duty" and "return directly to place of abode after
550 duty" on or before January 1, 2006.

551 Sec. 8. Subsections (c) to (e), inclusive, of section 10-151 of the general
552 statutes are repealed and the following is substituted in lieu thereof
553 (*Effective July 1, 2026*):

554 (c) The contract of employment of a teacher who has not attained
555 tenure may be terminated at any time for any of the reasons enumerated
556 in subdivisions (1) to (6), inclusive, of subsection (d) of this section;
557 otherwise the contract of such teacher shall be continued into the next
558 school year unless such teacher receives written notice by May first in
559 one school year that such contract will not be renewed for the following
560 year. Upon the teacher's written request, not later than three calendar
561 days after such teacher receives such notice of nonrenewal or
562 termination, a notice of nonrenewal or termination shall be
563 supplemented not later than four calendar days after receipt of the
564 request by a statement of the reason or reasons for such nonrenewal or
565 termination. Such teacher, upon written request filed with the board of
566 education not later than ten calendar days after the receipt of notice of
567 termination, or nonrenewal shall be entitled to a hearing, except as
568 provided in this subsection, (1) before the board, or (2) if indicated in
569 such request and if designated by the board, before an impartial hearing
570 officer chosen by the teacher and the superintendent in accordance with
571 the provisions of subsection (d) of this section. Such hearing shall
572 commence not later than fifteen calendar days after receipt of such

573 request unless the parties mutually agree to an extension not to exceed
574 fifteen calendar days. The impartial hearing officer or a subcommittee
575 of the board of education, if the board of education designates a
576 subcommittee of three or more board members to conduct hearings,
577 shall submit written findings and recommendations to the board for
578 final disposition. The teacher shall have the right to appear with counsel
579 of the teacher's choice at the hearing. A teacher who has not attained
580 tenure shall not be entitled to a hearing concerning nonrenewal if the
581 reason for such nonrenewal is either elimination of position or loss of
582 position to another teacher. The board of education shall rescind a
583 nonrenewal decision only if the board finds such decision to be arbitrary
584 and capricious. Any such teacher whose contract is terminated for the
585 reasons enumerated in subdivisions (3) and (4) of subsection (d) of this
586 section shall have the right to appeal in accordance with the provisions
587 of subsection (e) of this section.

588 (d) The contract of employment of a teacher who has attained tenure
589 shall be continued from school year to school year, except that it may be
590 terminated at any time for one or more of the following reasons: (1)
591 Inefficiency, incompetence or ineffectiveness, provided, if a teacher is
592 notified on or after July 1, 2014, that termination is under consideration
593 due to incompetence or ineffectiveness, the determination of
594 incompetence or ineffectiveness is based on evaluation of the teacher
595 using teacher evaluation guidelines established pursuant to section 10-
596 151b; (2) insubordination against reasonable rules of the board of
597 education; (3) moral misconduct; (4) disability, as shown by competent
598 medical evidence; (5) elimination of the position to which the teacher
599 was appointed or loss of a position to another teacher, if no other
600 position exists to which such teacher may be appointed if qualified,
601 provided such teacher, if qualified, shall be appointed to a position held
602 by a teacher who has not attained tenure, and provided further that
603 determination of the individual contract or contracts of employment to
604 be terminated shall be made in accordance with either (A) a provision
605 for a layoff procedure agreed upon by the board of education and the
606 exclusive employees' representative organization, or (B) in the absence

607 of such agreement, a written policy of the board of education; or (6)
608 other due and sufficient [cause] reasons. The standard of review for all
609 such reasons shall be the same standard applied in other disciplinary
610 actions under the terms of such teacher's collective bargaining
611 agreement. Nothing in this section or in any other section of the general
612 statutes or of any special act shall preclude a board of education from
613 making an agreement with an exclusive bargaining representative
614 which contains a recall provision. Prior to terminating a contract, the
615 superintendent shall give the teacher concerned a written notice that
616 termination of such teacher's contract is under consideration and give
617 such teacher a statement of the reasons for such consideration of
618 termination. Not later than ten calendar days after receipt of written
619 notice by the superintendent that contract termination is under
620 consideration, such teacher may file with the local or regional board of
621 education a written request for a hearing. [A board of education may
622 designate a subcommittee of three or more board members to conduct
623 hearings and submit written findings and recommendations to the
624 board for final disposition in the case of teachers whose contracts are
625 terminated.] Such hearing shall commence not later than fifteen
626 calendar days after receipt of such request, unless the parties mutually
627 agree to an extension [,] not to exceed fifteen calendar days, [(A) before
628 the board of education or a subcommittee of the board, or (B) if indicated
629 in such request or if designated by the board] before an impartial
630 hearing officer chosen by the teacher and the superintendent. If the
631 parties are unable to agree upon the choice of a hearing officer not later
632 than five calendar days after the decision to use a hearing officer, the
633 hearing officer shall be selected with the assistance of the American
634 Arbitration Association using its expedited selection process and in
635 accordance with its rules for selection of a neutral arbitrator in grievance
636 arbitration. [If the hearing officer is not selected with the assistance of
637 such association after five days, the hearing shall be held before the
638 board of education or a subcommittee of the board.] When the reason
639 for termination is incompetence or ineffectiveness, the hearing shall [(i)]
640 (A) address the question of whether the performance evaluation ratings
641 of the teacher were determined in good faith in accordance with the

642 program adopted by the local or regional board of education pursuant
643 to section 10-151b and were reasonable in light of the evidence
644 presented, and [(ii)] (B) be limited to twelve total hours of evidence and
645 testimony, with each side allowed not more than six hours to present
646 evidence and testimony except the [board, subcommittee of the board
647 or] impartial hearing officer may extend the time period for evidence
648 and testimony at the hearing when good cause is shown. Not later than
649 forty-five calendar days after receipt of the request for a hearing, the
650 [subcommittee of the board or] hearing officer, unless the parties
651 mutually agree to an extension not to exceed fifteen calendar days, shall
652 [submit written findings and a recommendation to the board of
653 education as to the disposition of the charges against the teacher and
654 shall send a copy of such findings and recommendation to the teacher.
655 The board of education shall give the teacher concerned its written
656 decision not later than fifteen calendar days after receipt of the written
657 recommendation of the subcommittee or hearing officer] render to the
658 board of education and the teacher a written disposition that shall be
659 binding on the parties. Each party shall share equally the fee of the
660 hearing officer and all other costs incidental to the hearing. [If the
661 hearing is before the board of education, the board shall render its
662 decision not later than fifteen calendar days after the close of such
663 hearing and shall send a copy of its decision to the teacher.] The hearing
664 shall be public if the teacher so requests, [or the board, subcommittee or
665 hearing officer so designates.] The teacher concerned shall have the right
666 to appear with counsel at the hearing, whether public or private. [A
667 copy of a transcript of the proceedings of the hearing shall be furnished
668 by the board of education, upon written request by the teacher within
669 fifteen days after the board's decision, provided the teacher shall assume
670 the cost of any such copy.] Either party shall have the right to request a
671 copy of the transcript and shall bear the cost of any such copy. Nothing
672 [herein] contained in this section shall deprive a board of education or
673 superintendent of the power to suspend a teacher from duty
674 immediately when serious misconduct is charged without prejudice to
675 the rights of the teacher as otherwise provided in this section.

676 (e) (1) Any teacher or board of education aggrieved by the [decision
677 of a board of education] award of the hearing officer after a hearing as
678 provided in subsection (d) of this section may [appeal therefrom, not
679 later than thirty calendar days after such decision, to the Superior Court.
680 Such appeal shall be made returnable to said court in the same manner
681 as is prescribed for civil actions brought to said court] make an
682 application to the Superior Court to confirm, vacate or modify such
683 award pursuant to section 52-417 to 52-419, inclusive. Any such [appeal]
684 application shall be a privileged case to be heard by the court as soon
685 after the return day as is practicable. The teacher or board of education
686 shall file with the court a copy of the complete transcript of the
687 proceedings of the hearing, [and the minutes of board of education
688 meetings relating to such termination, including the vote of the board
689 on the termination,] together with such other documents, or certified
690 copies thereof, as shall constitute the record of the case.

691 (2) Any teacher, who has not attained tenure, aggrieved by the
692 decision of a board of education after a hearing as provided in
693 subsection (c) of this section may appeal therefrom, not later than thirty
694 calendar days after such decision, to the Superior Court. Such appeal
695 shall be made returnable to said court in the same manner as is
696 prescribed for civil actions brought to said court. Any such appeal shall
697 be a privileged case to be heard by the court as soon after the return day
698 as is practicable. The board of education shall file with the court a copy
699 of the complete transcript of the proceedings of the hearing, and the
700 minutes of the board of education relating to such termination,
701 including the vote of the board on the termination, together with such
702 other documents, or certified copies thereof, as shall constitute the
703 record of the case. The court, upon such appeal, shall review the
704 proceedings of such hearing. The court, upon such appeal and hearing
705 thereon, may affirm or reverse the decision appealed from in accordance
706 with subsection (j) of section 4-183. Costs shall not be allowed against
707 the board of education unless it appears to the court that it acted with
708 gross negligence or in bad faith or with malice in making the decision
709 appealed from.

710 Sec. 9. (NEW) (*Effective July 1, 2027*) (a) As used in this section:

711 (1) "Awarding authority" means any person, including a contractor
712 or subcontractor, that (A) awards or otherwise enters into a contract or
713 subcontract to perform services at a covered location, or (B) contracts to
714 sell or transfer control of a property where employees were employed
715 at any time during the ninety-day period preceding such sale or transfer.
716 "Awarding authority" does not include the federal government, the state
717 or the Connecticut Airport Authority.

718 (2) "Contractor" means any person that enters into a service contract
719 with the awarding authority and any subcontractors to such service
720 contract at any tier who employs two or more persons.

721 (3) "Covered location" includes the following locations: (A)
722 Multifamily residential building or complex with fifty or more units, (B)
723 a commercial center or complex or office building occupying more than
724 seventy-five thousand square feet, (C) municipal office building or
725 facility, (D) public or nonpublic school, (E) cultural center or complex,
726 including a museum, convention center, arena or performance hall, (F)
727 shopping mall or bank branch, (G) industrial site, (H) pharmaceutical
728 lab, (I) airport, (J) train station, (K) warehouse, distribution center or
729 other facility in which the primary purpose is the storage or distribution
730 of general merchandise, refrigerated goods or other products, and (L)
731 independent institution of higher education.

732 (4) (A) "Employee" means a person that works not less than sixteen
733 hours per week and has been engaged to perform any of the following
734 services at a covered location for not less than sixty days:

735 (i) Care or maintenance services at a covered location, including
736 services performed by a security guard, front-desk worker, janitor,
737 housekeeper, maintenance employee, concierge, door attendant,
738 building superintendent, grounds maintenance worker, stationary
739 fireman, elevator operator or window cleaner; and

740 (ii) Passenger-related security services, cargo and ramp services, in-

741 terminal passenger and baggage handling and cleaning services at an
742 airport.

743 (B) "Employee" does not include a (i) managerial, supervisory or
744 confidential employee, including any person who would be so defined
745 under the federal Fair Labor Standards Act, or (ii) person engaged to
746 perform services related to a project that requires a permit issued by a
747 municipality, including a building, mechanical, plumbing, structural or
748 electrical project.

749 (5) "Employer" means any person that employs two or more
750 employees. "Employer" includes any municipal or local government,
751 but does not include the federal government, the state or the
752 Connecticut Airport Authority.

753 (6) "Person" means any individual, proprietorship, partnership, joint
754 venture, corporation, limited liability company, trust association or
755 other entity that may employ or enter into other contracts, but does not
756 include the federal government or the state.

757 (7) "Successor employer" means (A) an employer that has (i) been
758 awarded a successor service contract, or (ii) purchased or acquired
759 control of a property where employees were employed at any time
760 during the ninety-day period preceding the sale or transfer of such
761 property, or (B) an awarding authority that has hired employees to
762 perform services substantially the same as services previously provided
763 under a terminated or nonrenewed service contract.

764 (8) "Successor service contract" means a service contract with the
765 awarding authority under which substantially the same services to be
766 performed have previously been rendered to the awarding authority as
767 part of the same program or at the same facility under another service
768 contract or have previously been rendered by the awarding authority's
769 own employees.

770 (9) "Terminated contractor" means a contractor whose service
771 contract expires without renewal or whose contract is terminated, and

772 includes the awarding authority itself when (A) work previously
773 rendered by the awarding authority's own employees is the subject of a
774 successor service contract, or (B) the awarding authority sells or
775 transfers a property where employees were employed at any time
776 during the ninety-day period preceding the sale or transfer of such
777 property.

778 (b) (1) (A) Not later than fifteen days prior to (i) the termination or
779 nonrenewal of any service contract, (ii) the start of a successor service
780 contract for services previously performed by the awarding authority's
781 own employees, or (iii) the sale or transfer of any property where
782 employees were employed at any time during the ninety-day period
783 preceding such sale or transfer of such property, the awarding authority
784 shall, where applicable, give advance notice to a terminated contractor,
785 the employees of such terminated contractor and the exclusive
786 bargaining representative of any of the terminated contractor's
787 employees, of the termination or nonrenewal of such service contract,
788 successor service contract for such services or the sale or transfer of such
789 property. Such notice shall be provided in writing to each affected
790 employee and be posted in a conspicuous place at the worksite. The
791 awarding authority shall provide the terminated contractor, employees
792 of such terminated contractor and the exclusive bargaining
793 representative of any of the terminated contractor's employees with the
794 name, telephone number and address of the successor employer or
795 employers, if known.

796 (B) The terminated contractor shall, not later than three days after
797 receipt of such notice, provide the successor employer with the name,
798 date of hire and employment occupation classification of each employee
799 employed by the terminated contractor at the site or sites covered by the
800 service contract or contract to sell or transfer property as of the date the
801 terminated contractor receives such notice.

802 (2) On the date (A) the service contract terminates, (B) the successor
803 service contract for services previously performed by the awarding
804 authority's own employees begins, or (C) the sale or transfer of property

805 occurs, the terminated contractor shall provide the successor employer
806 with updated information concerning the name, date of hire and
807 employment occupation classification of each employee employed by
808 the terminated contractor at the site or sites covered by the service
809 contract or the contract to sell or transfer property, to ensure that such
810 information is current up to the actual date of (i) service contract
811 termination, (ii) successor service contract start, or (iii) the sale or
812 transfer of property.

813 (3) If the awarding authority fails to notify the terminated contractor
814 of the identity of the successor employer, as required by subdivision (1)
815 of this subsection, the terminated contractor shall provide the
816 information described in subdivision (2) of this subsection to the
817 awarding authority not later than three days after receiving notice from
818 the awarding authority pursuant to subdivision (1) of this subsection.
819 The awarding authority shall be responsible for providing such
820 information to the successor employer as soon as the successor
821 employer has been selected.

822 (4) (A) Except as provided in subparagraphs (D) and (E) of this
823 subdivision, a successor employer shall retain, for at least ninety days
824 from the date of first performance of services (i) under the successor
825 service contract, or (ii) following the date of the sale or transfer of a
826 property, all of the employees who were continuously employed by the
827 terminated contractor at the site or sites covered by the service contract
828 or the contract to sell or transfer property during the ninety-day period
829 immediately preceding the termination or nonrenewal of such service
830 contract, start of the successor service contract or sale or transfer of such
831 property, including any periods of layoff or leave with recall rights.

832 (B) Except as provided in subparagraphs (D) and (E) of this
833 subdivision, if the successor service contract is terminated prior to the
834 expiration of such ninety-day period, then any successor employer
835 awarded a subsequent successor service contract shall be bound by the
836 requirements set forth in this subsection to retain, for a new ninety-day
837 period commencing with the onset of the subsequent successor service

838 contract, all of the employees who were previously employed by any
839 one or more of the terminated contractors at the site or sites covered by
840 the service contract or contract to sell or transfer property continuously
841 during the ninety-day period immediately preceding the date of the
842 most recently terminated service contract, including any periods of
843 layoff or leave with recall rights.

844 (C) At least five days prior to the termination of a service contract, or
845 at least fifteen days prior to the commencement of the first performance
846 of service (i) under a successor service contract, or (ii) following the date
847 of the sale or transfer of a property, whichever is later, the successor
848 employer shall hand-deliver a written offer of employment in
849 substantially the form set forth below to each such employee in such
850 employee's native language or any other language in which such
851 employee is fluent:

852 "IMPORTANT INFORMATION REGARDING YOUR
853 EMPLOYMENT

854 To: (Name of employee)

855 We have received information that you are employed by (name of
856 terminated contractor) and are currently performing work at
857 (address of worksite) (name of terminated contractor's) contract to
858 perform (describe services under contract) at (address of worksite)
859 will terminate as of (last day of predecessor contract or date of the
860 sale or transfer of property) and it will no longer be providing those
861 services as of that date.

862 We are (name of successor employer) and have been hired to
863 provide services similar to those of or have purchased or acquired the
864 property of (name of terminated contractor) at (address of
865 worksite). We are offering you a job with us for a ninety-day transition
866 period starting (first day of successor contract or date of the start of
867 services following the sale or transfer of property) to perform the same
868 type of work that you have already been doing for (name of

869 terminated contractor) under the following terms:

870 Payrate (per hour): \$...

871 Hours per shift:

872 Total hours per week:

873 Benefits:

874 You must respond to this offer within the next ten days. If you want
875 to continue working at (address of worksite) you must let us know
876 by (no later than ten days after the date of this letter). If we do not
877 receive your response by the end of business that day, we will not hire
878 you and you will lose your job. We can be reached at (successor
879 employer telephone number).

880 Connecticut state law gives you the following rights:

881 1. You have the right with certain exceptions, to be hired by our
882 company for the first ninety days that we begin to provide services at
883 (address of worksite).

884 2. During this ninety-day period, you cannot be fired without just
885 cause.

886 3. If you believe that you have been fired or laid off in violation of this
887 law, you have the right to sue us or file a complaint with the Labor
888 Commissioner and be awarded back pay, attorneys' fees and court costs.

889 From: (Name of successor employer)

890 (Address of successor employer)

891 (Telephone number of successor employer)"

892 Each offer of employment shall state the time within which such
893 employee must accept such offer but in no case shall that time be less
894 than ten days from the date of the offer of employment.

895 (D) The provisions of subparagraphs (A) and (B) of this subdivision
896 shall not be construed to require a successor employer to retain any
897 employee whose attendance and performance records, while working
898 under the terminated service contract, would lead a reasonably prudent
899 employer to terminate the employee.

900 (E) For the purchase or acquisition of property by a successor
901 employer, the provisions of subparagraphs (A) and (B) of this
902 subdivision shall only apply when the services to be performed at the
903 site or sites covered by the contract to sell or transfer property are
904 substantially the same as services previously provided by the
905 terminated contractor's employees.

906 (5) If at any time a successor employer determines that fewer
907 employees are required to perform (A) the successor service contract, or
908 (B) services at the purchased or acquired property than were required
909 by the terminated contractor, the successor employer shall be required
910 to retain such employees by seniority within each job classification,
911 based upon the employees' total length of service at the affected site or
912 sites.

913 (6) During such ninety-day period, the successor employer shall
914 maintain a preferential hiring list of employees eligible for retention
915 pursuant to subdivision (4) of this subsection, who were not initially
916 retained by the successor employer, from which the successor contractor
917 shall hire additional employees, if necessary.

918 (7) Except as provided under subdivision (5) of this subsection,
919 during such ninety-day period, the successor employer shall not
920 discharge without just cause an employee retained pursuant to this
921 section. For purposes of this subdivision, "just cause" shall be
922 determined solely by the performance or conduct of the particular
923 employee.

924 (8) After such ninety-day period, the successor employer shall
925 provide each employee retained pursuant to this section a performance

926 evaluation. If the performance of such employee is satisfactory during
927 the ninety-day period, the successor employer shall offer the employee
928 continued employment under the terms and conditions established by
929 the successor employer, or as required by law.

930 (c) (1) An employee, or a group of employees, displaced or
931 terminated in violation of this section, or such employee's collective
932 bargaining representative, may bring an action in the Superior Court
933 against the awarding authority, the terminated contractor or the
934 successor employer, jointly or severally, to recover damages for any
935 violation of the obligations imposed under this section or file a
936 complaint with the Labor Commissioner alleging a violation of the
937 provisions of this section, provided no employee, group of employees
938 or such employee's collective bargaining representative shall file a
939 complaint with the Labor Commissioner based on the same facts and
940 circumstances as a civil action brought pursuant to this subdivision,
941 except where such action has been withdrawn or dismissed without
942 prejudice. No employee, group of employees or such employee's
943 collective bargaining representative shall be required to exhaust their
944 administrative remedies prior to bringing a civil action pursuant to this
945 subdivision.

946 (2) If the court or the commissioner finds that the awarding authority,
947 the terminated contractor or the successor employer has violated the
948 provisions of this section, the court or the commissioner may award the
949 employee (A) back pay, including the value of benefits, for each day
950 during which the violation continues, that shall be calculated at a rate of
951 compensation not less than the higher of (i) the average regular rate of
952 pay received by the employee during the last year of employment in the
953 same job occupation classification, or, if the employee has been
954 employed for less than one year, the average rate of pay for the
955 employee's entire employment multiplied by the average number of
956 hours worked per day over the last four months of employment
957 preceding the date of the violation, or (ii) the final regular rate of pay
958 received by the employee at the date of termination multiplied by the

959 average number of hours worked per day over the last four months, and
960 any such calculation shall include interest on such back pay at a rate to
961 be determined by the court or the commissioner, (B) reinstatement to
962 the employee's former position at not less than the most recent rate of
963 compensation received by the employee, including the value of any
964 benefits, (C) compensatory damages, and (D) reasonable attorney's fees
965 and costs.

966 (d) (1) A successor employer that fails to retain or discharges an
967 employee in violation of the provisions of this section shall pay a penalty
968 of not less than five hundred dollars and not more than one thousand
969 dollars per employee for each day the violation continues.

970 (2) An awarding authority or terminated contractor that violates the
971 notice provisions of subdivisions (1) to (3), inclusive, of subsection (b) of
972 this section shall pay a penalty of not less than fifty dollars and not more
973 than two hundred dollars per employee for each day the violation
974 continues.

975 (e) Any party aggrieved by the decision of the commissioner may
976 appeal the decision to the Superior Court in accordance with the
977 provisions of chapter 54 of the general statutes.

978 (f) The Labor Commissioner may request the Attorney General to
979 bring an action in the Superior Court to recover damages pursuant to
980 subdivision (2) of subsection (c) of this section on behalf of any
981 employee injured by a violation of this section and any injunctive or
982 equitable relief as the court deems appropriate.

983 Sec. 10. Section 3-122a of the 2026 supplement to the general statutes
984 is repealed and the following is substituted in lieu thereof (*Effective from*
985 *passage*):

986 (a) For purposes of this section:

987 (1) "Correction officer" means an individual employed by the
988 Department of Correction;

989 [(1)] (2) "Dependent child" means a child, whether by blood or
990 adoption, of a first responder who (A) is under the age of twenty-two
991 and was dependent on the earnings of such first responder at the time
992 of such first responder's death, provided a child shall not be considered
993 dependent if such child provides more than half of such child's own
994 support, is married or is legally adopted by another person, or (B) is any
995 age and is physically or mentally incapacitated and was dependent on
996 the earnings of such first responder at the time of such first responder's
997 death.

998 [(2)] (3) "Emergency medical technician" has the same meaning as
999 provided in section 20-206jj.

1000 [(3)] (4) "Firefighter" has the same meaning as provided in section 7-
1001 313g.

1002 [(4)] (5) "First responder" means an emergency medical technician,
1003 firefighter, paramedic or police officer.

1004 (6) "Investigator" means an individual employed as an investigator
1005 by the (A) Court Support Services Division of the Judicial Department,
1006 (B) Division of Criminal Justice, or (C) Office of the Chief Public
1007 Defender.

1008 [(5)] (7) "Killed in the line of duty" means the death of a first
1009 responder while engaged in the performance of such first responder's,
1010 correction officer's or investigator's duties, resulting from an incident,
1011 an accident or violence that caused such death or caused injuries that
1012 were the direct or proximate cause of such first responder's death,
1013 including any death that is determined to be occupationally related by
1014 a workers' compensation insurance carrier, an employer to whom a
1015 certificate of self-insurance has been issued pursuant to section 31-248
1016 or an administrative law judge for workers' compensation purposes
1017 under chapter 568. "Killed in the line of duty" does not include the death
1018 of a first responder through such first responder's own wanton or wilful
1019 act.

1020 [(6)] (8) "Paramedic" has the same meaning as provided in section 20-
1021 206jj.

1022 [(7)] (9) "Police officer" has the same meaning as provided in section
1023 7-294a.

1024 [(8)] (10) "Surviving family" means any person who is a surviving
1025 spouse, surviving dependent child, surviving child who is not a
1026 dependent child or surviving parent of a first responder killed in the line
1027 of duty, or a surviving individual listed on such first responder's most
1028 recent beneficiary form on file with such first responder's employer.

1029 (b) There is established a fund to be known as the "Fallen Hero Fund".
1030 The fund may contain any moneys required by law to be deposited in
1031 the fund and shall be held by the Treasurer separate and apart from all
1032 other moneys, funds and accounts. The interest derived from the
1033 investment of the fund shall be credited to the fund. Amounts in the
1034 fund may be expended by the Comptroller for purposes of payments
1035 pursuant to subsection (c) of this section and reimbursement of
1036 municipalities pursuant to subdivision (2) of subsection (c) of section 3-
1037 123eee. Any balance remaining in the fund at the end of any fiscal year
1038 shall be carried forward in the fund for the fiscal year next succeeding.

1039 (c) (1) After receiving notice, in a form and manner as determined by
1040 the Comptroller, from an individual who is a member of the surviving
1041 family of a first responder, correction officer or investigator who was
1042 killed in the line of duty, the Comptroller shall pay, within available
1043 appropriations, a lump sum death benefit totaling one hundred
1044 thousand dollars from the fund established in subsection (b) of this
1045 section to such surviving family, in accordance with regulations
1046 adopted pursuant to subsection (e) of this section, provided the
1047 surviving family of a first responder, correction officer or investigator
1048 killed in the line of duty shall not receive more than one such lump sum
1049 death benefit. Payments shall be made to surviving families in the order
1050 in which notices are received until the amount in such fund is depleted.

1051 (2) Any payment made pursuant to subdivision (1) of this subsection
1052 shall be in addition to any other benefits for which individuals of such
1053 first responder's, correction officer's or investigator's surviving family
1054 are eligible and such payments shall not be reduced or offset due to any
1055 other benefits, including, but not limited to, workers' compensation or
1056 other survivor benefits.

1057 (d) Not later than July 1, 2025, and annually thereafter, the
1058 Comptroller shall submit a report, in accordance with the provisions of
1059 section 11-4a, to the joint standing committee of the General Assembly
1060 having cognizance of matters relating to public safety and security. Such
1061 report shall include a list of all expenditures made from the fund
1062 established by subsection (b) of this section during the prior year, the
1063 current balance of such fund and information regarding additional
1064 amounts needed for such fund.

1065 (e) The Comptroller shall adopt regulations in accordance with the
1066 provisions of chapter 54 to implement the provisions of this section,
1067 including, but not limited to, application procedures and criteria for
1068 awarding grants among individuals who are members of the surviving
1069 family, with priority given to awards that would benefit a dependent
1070 child or children and a spouse who is a member of the surviving family.
1071 The Comptroller may implement policies and procedures necessary to
1072 implement the provisions of this section while in the process of adopting
1073 such regulations, provided notice of intent to adopt such regulations is
1074 published on the eRegulations System not later than twenty days after
1075 the date of implementation of such policies and procedures. Any
1076 policies and procedures implemented under this subsection shall be
1077 valid until the time such regulations are adopted.

1078 Sec. 11. Subsection (i) of section 3-123bbb of the 2026 supplement to
1079 the general statutes is repealed and the following is substituted in lieu
1080 thereof (*Effective from passage*):

1081 (i) (1) A nonstate public employer that provides coverage pursuant to
1082 a partnership plan to a first responder or unpaid volunteer firefighter

1083 who is killed in the line of duty shall continue to provide such coverage
1084 to the survivors of such first responder or unpaid volunteer firefighter
1085 who were covered under such plan at the time of such first responder's
1086 or unpaid volunteer firefighter's death. Such coverage shall continue
1087 without break for a period of one year after such first responder's or
1088 unpaid volunteer firefighter's death, and may be renewed annually for
1089 up to five years. Such nonstate public employer shall facilitate
1090 continuation and renewal of such coverage. For purposes of this
1091 subsection, "unpaid volunteer firefighter" has the same meaning as
1092 provided in section 5-259, as amended by this act.

1093 (2) (A) A nonstate public employer that did not provide coverage
1094 pursuant to a partnership plan to a first responder or unpaid volunteer
1095 firefighter who is killed in the line of duty shall apply for coverage
1096 pursuant to a partnership plan for those survivors of such first
1097 responder or unpaid volunteer firefighter who were receiving health
1098 care benefit coverage through a plan offered to such first responder at
1099 the time of such first responder's or unpaid volunteer firefighter's death,
1100 at the request of such survivors.

1101 (B) A nonstate public employer shall apply for such coverage
1102 pursuant to a partnership plan (i) regardless of whether such first
1103 responder was an employee of the nonstate public employer at the time
1104 of such first responder's death, and (ii) despite such unpaid volunteer
1105 firefighter not having been an employee of the nonstate public employer
1106 at the time of such unpaid volunteer firefighter's death. For any first
1107 responder who was not an employee of a nonstate public employer at
1108 the time of such first responder's death, and for any unpaid volunteer
1109 firefighter, the nonstate public employer to which the first responder or
1110 unpaid volunteer firefighter provided services in the capacity of a first
1111 responder or unpaid volunteer firefighter at the time of such first
1112 responder's or unpaid volunteer firefighter's death shall apply for such
1113 coverage.

1114 (C) The Comptroller shall accept such application upon the terms and
1115 conditions applicable to the partnership plan for enrollment and

1116 provision of coverage to such survivors for one year. Such enrollment
1117 and coverage may be renewed annually for up to five years. Such
1118 nonstate public employer shall facilitate initiation and renewal of such
1119 enrollment and coverage.

1120 (3) In accordance with the provisions of subsection (b) of section 3-
1121 122a, as amended by this act, and subdivision (2) of subsection (c) of
1122 section 3-123eee, the Comptroller shall reimburse a nonstate public
1123 employer making payments pursuant to this subsection for the total cost
1124 of such payments from the Fallen Hero Fund established pursuant to
1125 subsection (b) of section 3-122a, as amended by this act.

1126 Sec. 12. Subsection (a) of section 5-259 of the 2026 supplement to the
1127 general statutes is repealed and the following is substituted in lieu
1128 thereof (*Effective from passage*):

1129 (a) The Comptroller, with the approval of the Attorney General and
1130 of the Insurance Commissioner, shall arrange and procure a group
1131 hospitalization and medical and surgical insurance plan or plans for (1)
1132 state employees, (2) members of the General Assembly who elect
1133 coverage under such plan or plans, (3) participants in an alternate
1134 retirement program who meet the service requirements of section 5-162
1135 or subsection (a) of section 5-166, (4) anyone receiving benefits under
1136 section 5-144 or from any state-sponsored retirement system, except the
1137 teachers' retirement system and the municipal employees retirement
1138 system, (5) judges of probate and Probate Court employees, (6) the
1139 surviving spouse, and any dependent children of a state police officer, a
1140 member of an organized local police department, a firefighter, an
1141 unpaid volunteer firefighter, a correction officer or an investigator or a
1142 constable who performs criminal law enforcement duties who dies
1143 before, on or after June 26, 2003, as the result of injuries received while
1144 acting within the scope of such officer's, [or] firefighter's, unpaid
1145 volunteer firefighter's, correction officer's, investigator's or constable's
1146 employment and not as the result of illness or natural causes, and whose
1147 surviving spouse and dependent children are not otherwise eligible for
1148 a group hospitalization and medical and surgical insurance plan.

1149 Coverage for a dependent child pursuant to this subdivision shall
1150 terminate no earlier than the end of the calendar year during whichever
1151 of the following occurs first, the date on which the child: (A) Becomes
1152 covered under a group health plan through the dependent's own
1153 employment; or (B) attains the age of twenty-six, (7) employees of the
1154 Capital Region Development Authority established by section 32-601,
1155 (8) the surviving spouse and dependent children of any employee of a
1156 municipality who dies on or after October 1, 2000, as the result of
1157 injuries received while acting within the scope of such employee's
1158 employment and not as the result of illness or natural causes, and whose
1159 surviving spouse and dependent children are not otherwise eligible for
1160 a group hospitalization and medical and surgical insurance plan, [and]
1161 (9) state marshals, and (10) the surviving spouse and any dependent
1162 children of a state marshal who dies as the result of injuries received
1163 while in performance of any duty for which such state marshal is
1164 compensated by the state and not as the result of illness or natural
1165 causes. Coverage for a dependent child pursuant to this subdivision
1166 shall terminate no earlier than the end of the calendar year during
1167 whichever of the following occurs first, the date on which the child: (A)
1168 Becomes covered under a group health plan through the dependent's
1169 own employment; or (B) attains the age of twenty-six. For purposes of
1170 subdivision (8) of this subsection, "employee" means any regular
1171 employee or elective officer receiving pay from a municipality,
1172 "municipality" means any town, city, borough, school district, taxing
1173 district, fire district, district department of health, probate district,
1174 housing authority, regional workforce development board established
1175 under section 31-3k, flood commission or authority established by
1176 special act or regional council of governments. For purposes of
1177 subdivision (6) of this subsection, "firefighter" means any person who is
1178 regularly employed and paid by any municipality for the purpose of
1179 performing firefighting duties for a municipality on average of not less
1180 than thirty-five hours per week, "unpaid volunteer firefighter" means a
1181 uniformed member of a fire department who performs firefighting
1182 duties for the fire department but is unpaid for performing such
1183 firefighting duties, "correction officer" has the same meaning as

1184 provided in section 3-122a, as amended by this act, and "investigator"
1185 has the same meaning as provided in section 3-122a, as amended by this
1186 act. The minimum benefits to be provided by such plan or plans shall be
1187 substantially equal in value to the benefits that each such employee or
1188 member of the General Assembly could secure in such plan or plans on
1189 an individual basis on the preceding first day of July. The state shall pay
1190 for each such employee and each member of the General Assembly
1191 covered by such plan or plans the portion of the premium charged for
1192 such member's or employee's individual coverage and seventy per cent
1193 of the additional cost of the form of coverage and such amount shall be
1194 credited to the total premiums owed by such employee or member of
1195 the General Assembly for the form of such member's or employee's
1196 coverage under such plan or plans. On and after January 1, 1989, the
1197 state shall pay for anyone receiving benefits from any such state-
1198 sponsored retirement system one hundred per cent of the portion of the
1199 premium charged for such member's or employee's individual coverage
1200 and one hundred per cent of any additional cost for the form of
1201 coverage. The balance of any premiums payable by an individual
1202 employee or by a member of the General Assembly for the form of
1203 coverage shall be deducted from the payroll by the State Comptroller.
1204 The total premiums payable shall be remitted by the Comptroller to the
1205 insurance company or companies or nonprofit organization or
1206 organizations providing the coverage. The amount of the state's
1207 contribution per employee for a health maintenance organization option
1208 shall be equal, in terms of dollars and cents, to the largest amount of the
1209 contribution per employee paid for any other option that is available to
1210 all eligible state employees included in the health benefits plan, but shall
1211 not be required to exceed the amount of the health maintenance
1212 organization premium.

1213 Sec. 13. Section 10-153a of the general statutes is repealed and the
1214 following is substituted in lieu thereof (*Effective July 1, 2026*):

1215 (a) Members of the teaching profession shall have and shall be
1216 protected in the exercise of the right to form, join or assist, or refuse to

1217 form, join or assist, any organization for professional or economic
1218 improvement and to negotiate in good faith through representatives of
1219 their own choosing with respect to salaries, hours and other conditions
1220 of employment free from interference, restraint, coercion or
1221 discriminatory practices by any employing board of education or
1222 administrative agents or representatives thereof in derogation of the
1223 rights guaranteed by this section and sections 10-153b to 10-153n,
1224 inclusive.

1225 (b) The organization designated as the exclusive representative of a
1226 teachers' or administrators' unit shall have a duty of fair representation
1227 to the members of such unit.

1228 (c) Nothing in this section or in any other section of the general
1229 statutes shall preclude a local or regional board of education from
1230 making an agreement with an exclusive bargaining representative to
1231 require as a condition of employment that all employees in a bargaining
1232 unit pay to the exclusive bargaining representative of such employees
1233 an annual service fee, not greater than the amount of dues uniformly
1234 required of members of the exclusive bargaining representative
1235 organization, which represents the costs of collective bargaining,
1236 contract administration and grievance adjustment, [; and that such
1237 service fee be collected by means of a payroll deduction from each
1238 employee in the bargaining unit.]

1239 (d) Local and regional boards of education and organizations
1240 designated as the exclusive representative of a teachers' or
1241 administrators' unit are authorized to negotiate provisions in a
1242 collective bargaining agreement allowing for employees to elect to have
1243 a payroll deduction of employee organization dues and initiation fees
1244 and for a payroll deduction of the service fee described in subsection (c)
1245 of this section.

1246 Sec. 14. (NEW) (*Effective from passage*) Not later than January 1, 2027,
1247 the Division of State Police within the Department of Emergency
1248 Services and Public Protection shall, in conjunction with the Department

1249 of Mental Health and Addiction Services, expand the pilot program
1250 known as the CRISIS initiative: Connection to Recovery through
1251 Intervention, Support and Initiating Services state wide. At a minimum,
1252 such state-wide expansion shall include components of the pilot
1253 program that require training for state police officers, coordination
1254 between state police officers and mental health professionals and
1255 referrals to facilities for mental health services.

1256 Sec. 15. (NEW) (*Effective October 1, 2026*) (a) On and after October 1,
1257 2026, any municipality not participating in the Municipal Employees'
1258 Retirement Fund may create a deferred retirement option plan for
1259 employees. Any plan created shall permit employees who are eligible
1260 for service retirement to elect participation in such plan.

1261 (b) Any deferred retirement option plan created shall include a fixed
1262 period of time for employee participation, not to exceed five years, and
1263 a specified rate of interest credit for employee accounts. All other
1264 provisions of the deferred retirement option plan shall be as determined
1265 by the municipality, provided the structure of such plan is certified by
1266 the consulting actuary to the municipality's retirement system as having
1267 no anticipated impact that would increase the contribution rate for such
1268 municipality. Not later than four years after the creation of such plan,
1269 the municipality shall obtain an evaluation of such plan from the
1270 consulting actuary and review and assess such evaluation to determine
1271 the cost to the fund associated with such plan. After receiving such
1272 evaluation, the municipality may discontinue such plan.

1273 Sec. 16. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

1274 (1) "Virtual monitoring" means remote monitoring of an individual
1275 receiving direct care services by a third party via technology owned and
1276 operated by the individual in the individual's living quarters;

1277 (2) "Employee organization" means any organization which exists
1278 and is constituted for the purpose, in whole or in part, of collective
1279 bargaining, or dealing with employers concerning grievances, terms or

1280 conditions of employment or other mutual aid or protection; and

1281 (3) "Direct care services" means services provided in an agency,
1282 facility, home or community-based setting to an individual enrolled in
1283 a program administered by the Departments of Developmental Services
1284 and Social Services.

1285 (b) The Departments of Developmental Services and Social Services
1286 may, to the extent permissible by law, provide access to any evidence
1287 derived from virtual monitoring, and any other related evidence, used
1288 in any proposed disciplinary action against an employee to an (1)
1289 employee of a nonprofit organization that contracts with a state agency
1290 to deliver direct care services, (2) employee of a contractor providing
1291 such services, or (3) employee organization representing such
1292 employee, provided the employee and the employee organization (A)
1293 sign a confidentiality agreement provided or approved by the
1294 department, (B) treat any recordings or images obtained from the virtual
1295 monitoring technology as confidential, and (C) refrain from replicating,
1296 reproducing or further disseminating such recordings or images
1297 obtained from the virtual monitoring to any other person except as
1298 necessary to represent and defend such employee in connection to such
1299 disciplinary action or as required under law.

1300 (c) The departments shall ensure that any grant of access to evidence
1301 derived from virtual monitoring to an employee or employee
1302 organization pursuant to subsection (b) of this section does not violate
1303 the provisions of the Health Insurance Portability and Accountability
1304 Act of 1996, P.L. 104-191, as amended from time to time, and any other
1305 federal or state law.

1306 (d) On or before July 1, 2027, the Commissioner of Developmental
1307 Services and the Commissioner of Social Services shall implement
1308 policies and procedures necessary to carry out the provisions of this
1309 section while in the process of adopting such policies and procedures in
1310 regulation form in accordance with chapter 54 of the general statutes,
1311 provided notice of intention to adopt the regulations is published on the

1312 departments' Internet web site and the eRegulations System not later
1313 than twenty days after implementation. Such policies and procedures
1314 shall be valid until the time final regulations are effective.

1315 Sec. 17. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

1316 (1) "Self-directed home care programs" means Medicaid-funded
1317 programs that allow a consumer to hire a personal care attendant;

1318 (2) "Consumer" and "personal care attendant" have the same
1319 meanings as provided in section 17b-706 of the general statutes;

1320 (3) "Department" means the Department of Social Services; and

1321 (4) "Fiscal intermediary" means the organization that contracts with
1322 the department to provide payroll, taxes and administrative services for
1323 self-directed home care programs.

1324 (b) Except for public records exempted from disclosure under section
1325 1-210 of the general statutes, commencing with information from the
1326 quarterly period beginning on April 1, 2024, the Commissioner of Social
1327 Services shall file quarterly reports, in accordance with the provisions of
1328 section 11-4a of the general statutes, with the joint standing committees
1329 of the General Assembly having cognizance of matters relating to
1330 human services and labor. Such reports shall contain the following
1331 information:

1332 (1) The payroll processing error rate for personal care attendants and
1333 the number of days until payment after correction;

1334 (2) The average number of days it takes a fiscal intermediary to
1335 onboard a new employee in order for such employee to utilize the
1336 payroll system;

1337 (3) The average response time for answering (A) phone calls,
1338 including the volume of calls related to incidents described in
1339 subdivisions (1) to (5), inclusive, of this subsection, or (B) electronic mail
1340 messages from personal care attendants or consumers regarding general

1341 customer service requests;

1342 (4) The number of electronic visit verification tickets received by the
1343 fiscal intermediary and the average time taken by the fiscal intermediary
1344 to resolve an electronic verification ticket; and

1345 (5) The average number of hours the fiscal intermediary's mobile
1346 application was inoperable or offline.

1347 Sec. 18. Section 29-221 of the general statutes is repealed and the
1348 following is substituted in lieu thereof (*Effective October 1, 2026*):

1349 As used in this chapter: (1) "Board" means the Examining Board for
1350 Crane Operators established under section 29-222, as amended by this
1351 act; (2) "commissioner" means the Commissioner of Administrative
1352 Services; (3) "crane" means power-operated equipment that can hoist,
1353 lower and horizontally move a suspended load and which has a
1354 manufacturer's maximum rated hoisting or lifting capacity exceeding
1355 two thousand pounds, including, but not limited to: (A) Articulating
1356 cranes such as knuckle-boom cranes, (B) crawler cranes, (C) floating
1357 cranes, (D) cranes on barges, (E) locomotive cranes, (F) mobile cranes
1358 such as wheel-mounted, rough terrain, all-terrain, commercial truck-
1359 mounted and boom truck cranes, (G) multipurpose machines when
1360 configured to hoist and lower, by means of a winch or hook, and
1361 horizontally move a suspended load, (H) industrial cranes such as
1362 carry-deck cranes, (I) dedicated pile drivers when used in construction,
1363 demolition or excavation work, (J) service or mechanic trucks with a
1364 hoisting device, (K) cranes on monorails, (L) tower cranes such as fixed
1365 jib hammerhead boom, luffing boom and self-erecting, (M) pedestal
1366 cranes, (N) portal cranes, (O) overhead and gantry cranes, (P) straddle
1367 cranes, (Q) side boom cranes, (R) derricks, and (S) variations of such
1368 equipment; (4) "hoisting equipment", other than cranes, means
1369 motorized equipment (A) used in construction, demolition or
1370 excavation work, (B) at a construction site for a project, other than a
1371 project involving residential structures of less than four stories, the
1372 estimated cost of which is more than one million two hundred fifty

1373 thousand dollars, and (C) which has a manufacturer's rated hoisting or
1374 lifting capacity exceeding five tons and a manufacturer's rated
1375 maximum reach in excess of thirty-two feet; (5) "department" means the
1376 Department of Administrative Services; [and] (6) "apprentice" means a
1377 person who is not licensed under this chapter, who has filed an
1378 application for a license with the board and whose employer has
1379 registered him or her with the board to learn crane operations or
1380 hoisting equipment operations under the direct supervision of a
1381 licensed operator in accordance with section 29-224c; and (7) "lessee"
1382 means a person, firm, partnership, corporation, limited liability
1383 company, association or other legal entity that rents or leases a crane or
1384 hoisting equipment.

1385 Sec. 19. Section 29-222 of the general statutes is repealed and the
1386 following is substituted in lieu thereof (*Effective October 1, 2026*):

1387 There shall be in the Department of Administrative Services an
1388 Examining Board for Crane Operators consisting of [five] seven
1389 members who shall be residents of this state. Members shall be
1390 appointed by the Governor subject to the provisions of section 4-9a. One
1391 member shall be an employee of the department, [one member] two
1392 members shall be [a crane operator] crane operators having at least ten
1393 years of experience, [one member] two members shall represent the
1394 interests of crane owners and two members shall be public members.
1395 Members shall not be compensated for their services but shall be
1396 reimbursed for necessary expenses in the performance of their duties. A
1397 quorum of the board for the purpose of transacting business shall exist
1398 only when there is present, in person, a majority of its membership. Any
1399 member absent from (1) three consecutive meetings of the board, or (2)
1400 fifty per cent of such meetings during any calendar year shall be deemed
1401 to have resigned from the board.

1402 Sec. 20. Subsection (b) of section 29-223a of the general statutes is
1403 repealed and the following is substituted in lieu thereof (*Effective October*
1404 *1, 2026*):

1405 (b) The provisions of this section shall not apply to: (1) Engineers
1406 under the jurisdiction of the United States, (2) engineers or operators
1407 employed by public utilities or industrial manufacturing plants, (3) any
1408 person operating either a bucket truck or a digger derrick designed and
1409 used for an electrical generation, electrical transmission, electrical
1410 distribution, electrical catenary or electrical signalization project, if such
1411 person: (A) Holds a valid limited electrical line contractor or
1412 journeyman's license issued pursuant to chapter 393 or any regulation
1413 adopted pursuant to said chapter, or (B) has engaged in the installation
1414 of electrical line work for more than one thousand hours, or (C) has
1415 enrolled in or has graduated from a federally recognized electrical
1416 apprenticeship program, (4) persons engaged in (A) the recreational
1417 boating or fishing industry, except when engaged in construction-
1418 related work, or [in] (B) agriculture, [or arboriculture,] or (5) persons
1419 engaged in activities, or using equipment, excluded under section 29-
1420 221a.

1421 Sec. 21. Subsection (b) of section 29-224 of the general statutes is
1422 repealed and the following is substituted in lieu thereof (*Effective October*
1423 *1, 2026*):

1424 (b) The provisions of subsection (a) of this section shall not apply to:
1425 (1) Engineers under the jurisdiction of the United States, (2) engineers
1426 or operators employed by public utilities or industrial manufacturing
1427 plants, (3) any person operating either a bucket truck or a digger derrick
1428 designed and used for an electrical generation, electrical transmission,
1429 electrical distribution, electrical catenary or electrical signalization
1430 project, if such person: (A) Holds a valid limited electrical line contractor
1431 or journeyman's license issued pursuant to chapter 393 or any
1432 regulation adopted pursuant to said chapter, or (B) has engaged in the
1433 installation of electrical line work for more than one thousand hours, or
1434 (C) has enrolled in or has graduated from a federally recognized
1435 electrical apprenticeship program, (4) persons engaged in (A) the
1436 recreational boating or fishing industry, except when engaged in
1437 construction-related work, or [in] (B) agriculture, [or arboriculture,] (5)

1438 persons engaged in activities, or using equipment, excluded under
1439 section 29-221a, or (6) persons operating equipment, except a tower
1440 crane, that can hoist, lower and horizontally move a suspended load and
1441 has a manufacturer's maximum rated hoisting or lifting capacity
1442 exceeding two thousand pounds but not exceeding ten thousand
1443 pounds who, pursuant to federal Occupational Safety and Health
1444 Administration Standard 1926.1427, are (A) certified by an accredited
1445 crane operator testing organization, (B) qualified by an audited
1446 employer program, (C) qualified by the United States military, or (D)
1447 licensed pursuant to this chapter.

1448 Sec. 22. Section 29-224b of the general statutes is repealed and the
1449 following is substituted in lieu thereof (*Effective October 1, 2026*):

1450 The commissioner or any employee of the Department of
1451 Administrative Services, while engaged in the performance of [his or
1452 her] the commissioner's or employee's duties, may (1) enter at all
1453 reasonable hours into and upon any premises in or on which the
1454 commissioner or employee has reason to believe a crane or hoisting
1455 equipment is located for the purpose of carrying out the provisions of
1456 this chapter and the regulations adopted thereunder, (2) require a crane
1457 operator or hoisting equipment operator to produce for verification
1458 such operator's license issued under this chapter, (3) require a crane
1459 owner to produce for verification such owner's certificate of registration
1460 issued under this chapter, and (4) require a crane operator, hoisting
1461 equipment operator, crane owner, hoisting equipment owner or lessee
1462 to produce any document establishing an agreement between such
1463 operator, owner or lessee and a person, firm, partnership, corporation,
1464 limited liability company, association or other legal entity to perform
1465 crane or hoisting work on the premises.

1466 Sec. 23. (NEW) (*Effective October 1, 2026*) (a) The Commissioner of
1467 Administrative Services or an employee of the Department of
1468 Administrative Services may issue a stop work order against a crane
1469 owner, crane operator, hoisting equipment owner, hoisting equipment
1470 operator, lessee or person that contracted with the owner, operator or

1471 lessee to perform crane or hoisting work, if the commissioner or
1472 employee determines that such owner, operator, lessee or person has
1473 committed one or more of the following violations: (1) Demonstrating
1474 incompetence or negligence, (2) permitting the operation of the owner's,
1475 operator's or lessee's crane in an unsafe manner, or (3) failing to comply
1476 with the provisions of section 29-223a of the general statutes, as
1477 amended by this act, or 29-224 of the general statutes, as amended by
1478 this act. For purposes of this section, the term "person" includes firms,
1479 partnerships, corporations, limited liability companies, associations and
1480 any other legal entities.

1481 (b) Such stop work order: (1) (A) Shall require the cessation of the
1482 owner's, operator's or lessee's crane, hoisting equipment or related
1483 lifting operations at the place or premises where the violation was
1484 determined to have occurred, and (B) shall not require the cessation of
1485 unrelated construction activities at such place or premises unless such
1486 activities present an immediate danger to any individual or property,
1487 (2) shall be effective when served upon the owner, operator or lessee
1488 and the person that contracted with the owner, operator or lessee to
1489 perform crane or hoisting work at the place or premises subject to such
1490 stop work order by posting notice of the stop work order in a
1491 conspicuous location at such place or premises, and (3) shall remain in
1492 effect until the commissioner (A) determines that the owner, operator,
1493 lessee or person has resolved the violation or violations that gave rise to
1494 the stop work order, and (B) issues an order releasing such stop work
1495 order.

1496 (c) Any crane owner, crane operator, hoisting equipment owner,
1497 hoisting equipment operator, lessee or person who has been served with
1498 a stop work order pursuant to subsection (b) of this section may request
1499 an administrative hearing to contest such stop work order. Such request
1500 shall be made in writing to the commissioner not more than ten days
1501 after such owner, operator, lessee or person was served with such stop
1502 work order. Such hearing shall be conducted in accordance with the
1503 provisions of chapter 54 of the general statutes.

1504 (d) The commissioner shall notify the Examining Board for Crane
1505 Operators established under section 29-222 of the general statutes, as
1506 amended by this act, of each stop work order issued under subsection
1507 (a) of this section and any violation of such a stop work order.

1508 (e) The commissioner shall adopt regulations, in accordance with the
1509 provisions of chapter 54 of the general statutes, to carry out the purposes
1510 of this section.

1511 Sec. 24. Section 29-225 of the general statutes is repealed and the
1512 following is substituted in lieu thereof (*Effective October 1, 2026*):

1513 (a) The board may suspend or revoke a crane operator's license, a
1514 hoisting equipment operator's license or an apprentice's certificate, after
1515 notice and hearing in accordance with the provisions of chapter 54, upon
1516 a finding that the holder has demonstrated incompetence or [has been
1517 guilty of] negligence in the performance of [his or her] such holder's
1518 work.

1519 (b) The board may suspend or revoke a crane owner's registration,
1520 after notice and hearing in accordance with the provisions of chapter 54,
1521 upon a finding that the holder has failed to properly maintain [his or
1522 her] such holder's crane or has permitted the operation of [his or her]
1523 such holder's crane in an unsafe manner.

1524 (c) (1) The board may impose a civil penalty of not more than [three]
1525 five thousand dollars per violation per day on any crane or hoisting
1526 equipment owner or operator, [who violates] lessee or person that
1527 contracted with an owner, operator or lessee to perform crane or
1528 hoisting work, after notice and hearing in accordance with the
1529 provisions of chapter 54, upon a finding that the owner, operator or
1530 lessee has violated any provision of this chapter or any regulations
1531 adopted thereunder. For purposes of this section, "person" includes
1532 firms, partnerships, corporations, limited liability companies,
1533 associations and any other legal entities.

1534 (2) The board may impose a civil penalty of not more than one

1535 thousand dollars per violation per day on any crane or hoisting
1536 equipment owner or operator or lessee, after notice and hearing in
1537 accordance with the provisions of chapter 54, upon a finding that the
1538 owner, operator or lessee has operated, or allowed the operation of, such
1539 owner's, operator's or lessee's crane or hoisting equipment without a
1540 valid license or certificate of registration, as applicable, issued under this
1541 chapter.

1542 (3) If the board, after notice and hearing in accordance with the
1543 provisions of chapter 54, finds that a crane or hoisting equipment owner
1544 or operator, lessee or person that contracted with an owner, operator or
1545 lessee to perform crane or hoisting work violated a stop work order
1546 issued pursuant to section 23 of this act, the board shall impose a fine of
1547 five thousand dollars per day for each day the stop work order was
1548 violated.

1549 (d) The board shall not renew a license or registration of any crane or
1550 hoisting equipment owner or operator who has an unpaid civil penalty
1551 until such time as such penalty is paid in full.

1552 (e) The board, at any time after the issuance of a notice alleging a
1553 violation of any provision of this chapter or any regulation adopted
1554 thereunder, may accept, in lieu of a hearing in accordance with the
1555 provisions of chapter 54, an agreement by any person charged with such
1556 violation. Negotiations relating to any such agreement shall be
1557 confidential and not subject to disclosure pursuant to the Freedom of
1558 Information Act, as defined in section 1-200, but any such agreement
1559 itself shall be a public record for purposes of said act.

1560 (f) The Commissioner of Administrative Services may apply for the
1561 enforcement of any civil penalty imposed pursuant to this section
1562 against any person who is not licensed as a crane or hoisting equipment
1563 operator or who has not obtained a registration of any crane under
1564 subsection (a) of section 29-224 to the superior court for the judicial
1565 district of Hartford, or to any judge thereof if the same is not in session,
1566 for an order (1) directing payment in full of any unpaid balance of such

1567 civil penalty, or (2) temporarily and permanently restraining and
1568 enjoining such person from performing or allowing the performance of
1569 the work of a crane or hoisting equipment operator. The application for
1570 such order, and for such other appropriate decree or process, shall be
1571 brought and the proceedings thereon conducted by the Attorney
1572 General.

1573 Sec. 25. (*Effective July 1, 2026*) Not later than July 1, 2027, and annually
1574 thereafter, each regional educational service center and the executive
1575 director of the Technical Education and Career System, in consultation
1576 with the Department of Education, shall submit a report, in accordance
1577 with the provisions of section 11-4a of the general statutes, concerning
1578 high school work-based learning programs provided in the region
1579 served by each regional education service center or offered by the
1580 Technical Education and Career System to the joint standing committee
1581 of the General Assembly having cognizance of matters relating to
1582 education and labor. Such report shall include, but need not be limited
1583 to, (1) an inventory of work-based learning programs offered by a local
1584 or regional board of education and the Technical Education and Career
1585 System, (2) the number of students enrolled in such work-based
1586 learning programs offered by a local or regional board of education and
1587 the Technical Education and Career System, and (3) the total cost
1588 incurred by each school district and the Technical Education and Career
1589 System for each such work-based learning program. Such report shall
1590 be posted on the Department of Education's Internet web site.

1591 Sec. 26. (*Effective from passage*) (a) Not later than January 1, 2028, the
1592 Commissioner of Education shall, in consultation with the Office of
1593 Workforce Strategy, establish a two-year pilot program to provide
1594 educator externships for certified educators in order to allow such
1595 educators to participate in experiential learning with private sector
1596 employers for the purpose of aligning classroom instruction with
1597 current industry standards and workforce needs. In developing such
1598 program, the commissioner shall (1) establish criteria for identifying and
1599 screening employers for participation, (2) establish criteria for matching

1600 educators with externships based on subject matter relevance, (3)
1601 develop a curriculum that ensures incorporation of learned skills in the
1602 educator's future lesson plans, (4) establish eligibility for stipends for
1603 completion of an externship through such program by an educator, and
1604 (5) establish eligibility for grants for employers that participate in such
1605 program. The commissioner may contract with nongovernmental
1606 entities, including, but not limited to, nonprofit organizations, to carry
1607 out the provisions of this section.

1608 (b) For the school years commencing July 1, 2028, and July 1, 2029,
1609 the commissioner shall prioritize placement in such externship program
1610 established pursuant to subsection (a) of this section to educators (1)
1611 employed in a town designated as an alliance district, pursuant to
1612 section 10-262u of the general statutes, or (2) who teach a topic related
1613 to science, technology, engineering and mathematics, manufacturing or
1614 health care.

1615 Sec. 27. Section 31-3l of the general statutes is repealed and the
1616 following is substituted in lieu thereof (*Effective October 1, 2026*):

1617 (a) The members of a board shall be appointed by the chief elected
1618 officials of the municipalities in the region in accordance with the
1619 provisions of an agreement entered into by such municipalities. In the
1620 absence of an agreement the appointments shall be made by the
1621 Governor. The membership of each board shall satisfy the requirements
1622 for a local board as provided under the Workforce Innovation and
1623 Opportunity Act and include a regional workforce navigator described
1624 in subsection (b) of this section.

1625 (b) Each regional workforce navigator shall coordinate with the
1626 regional workforce development boards, the Governor's Workforce
1627 Council and the Labor Department in order to connect individuals
1628 participating in adult education programs and students enrolled in
1629 grades nine to twelve, inclusive, in a public school with workforce
1630 opportunities, including, but not limited to, internships,
1631 apprenticeships, job shadowing opportunities and credentials offered in

1632 the state. For purposes of this subsection "credential" has the same
1633 meaning as provided in section 10a-35b.

1634 Sec. 28. (*Effective from passage*) (a) Not later than October 1, 2026, the
1635 Chief Workforce Officer shall develop, in consultation with educational
1636 institutions, the regional workforce development boards and the
1637 Governor's Workforce Council, training on adult education programs in
1638 the state, including, but not limited to, funding streams for such
1639 programs and performance measures in order to ensure informed
1640 collaboration.

1641 (b) Not later than December 30, 2026, such training developed
1642 pursuant to subsection (a) of this section shall be provided to regional
1643 workforce navigators described in section 31-31 of the general statutes,
1644 as amended by this act.

1645 Sec. 29. (*Effective from passage*) (a) There is established a working
1646 group to study the effectiveness and benefits of co-instruction models of
1647 teaching utilized by public schools, including, but not limited to, co-
1648 instruction models that allow individuals without a professional
1649 certification under chapter 166 of the general statutes to teach
1650 collaboratively with a certified teacher.

1651 (b) The working group shall consist of the following members: (1)
1652 Two appointed by each chairperson of the joint standing committee of
1653 the General Assembly having cognizance of matters relating to
1654 education, and (2) one appointed by each ranking member of the joint
1655 standing committee of the General Assembly having cognizance of
1656 matters relating to education.

1657 (c) Not later than January 1, 2027, the working group shall report the
1658 results of such study to the joint standing committee of the General
1659 Assembly having cognizance of matters relating to education, in
1660 accordance with the provisions of section 11-4a of the general statutes.

1661 Sec. 30. (*Effective October 1, 2026*) The Labor Commissioner shall post
1662 information on the Internet web site of the Labor Department

1663 concerning the Americans with Disabilities Act of 1990, as amended, 42
1664 USC 12101. Such information shall include, but need not be limited to,
1665 the definition of a disability under such act and how such definition
1666 relates to reasonable accommodations in the workplace. Such
1667 information shall be in a form available for downloading by an
1668 employer to display at such employer's place of business in both English
1669 and Spanish and posted on the department's Internet web site.

1670 Sec. 31. (NEW) (*Effective October 1, 2026*) (a) An employer shall
1671 provide written notice of an employee's right to reasonable
1672 accommodations in the workplace for a disability pursuant to the
1673 Americans with Disabilities Act of 1990, as amended, 42 USC 12101, to:
1674 (1) New employees at the commencement of employment; (2) existing
1675 employees within one hundred twenty days of October 1, 2026; and (3)
1676 any employee who notifies the employer of such employee's disability
1677 within ten days of such notification.

1678 (b) An employer may comply with the provisions of subsection (a) of
1679 this section by displaying the poster created by the Labor Commissioner
1680 for purposes of this section in a conspicuous place, accessible to
1681 employees, at the employer's place of business.

1682 (c) The Labor Commissioner may adopt regulations, in accordance
1683 with chapter 54 of the general statutes, to establish additional
1684 requirements concerning the means by which employers shall provide
1685 such notice.

1686 Sec. 32. Section 31-40w of the general statutes is repealed and the
1687 following is substituted in lieu thereof (*Effective October 1, 2026*):

1688 (a) [Any employee may, at her discretion,] An employer shall provide
1689 reasonable break times for an employee to express breast milk for such
1690 employee's nursing child or breastfeed on site at [her] such employee's
1691 workplace [during her meal or break period] in addition to such
1692 employee's scheduled breaks.

1693 (b) An employer shall make reasonable efforts to provide a room or

1694 other location, in close proximity to the work area, other than a toilet
1695 stall, where the employee can express [her] such employee's milk in
1696 private, and provided there is no undue hardship, such room or other
1697 location shall (1) be free from intrusion and shielded from the public
1698 while such employee expresses breast milk, (2) include or be situated
1699 near a refrigerator or employee-provided portable cold storage device
1700 in which the employee can store [her] such employee's breast milk, and
1701 (3) include access to an electrical outlet.

1702 (c) An employer shall not discriminate against, discipline or take any
1703 adverse employment action against any employee because such
1704 employee has elected to exercise [her] such employee's rights under
1705 subsection (a) of this section.

1706 (d) As used in this section, "employer" means a person engaged in
1707 business who has one or more employees, including the state and any
1708 political subdivision of the state; "employee" means any person engaged
1709 in service to an employer in the business of the employer; "reasonable
1710 efforts" means any effort that would not impose an undue hardship on
1711 the operation of the employer's business; and "undue hardship" means
1712 any action that requires significant difficulty or expense when
1713 considered in relation to factors such as the size of the business, its
1714 financial resources and the nature and structure of its operation.

1715 Sec. 33. Subsection (n) of section 19a-89e of the 2026 supplement to
1716 the general statutes is repealed and the following is substituted in lieu
1717 thereof (*Effective October 1, 2026*):

1718 (n) (1) Each hospital shall report biannually to the Department of
1719 Public Health, in a form and manner prescribed by the Commissioner
1720 of Public Health, whether it has been in compliance, for the previous six
1721 months, with at least eighty per cent of the nurse staffing assignments
1722 as required by any component outlined in the nurse staffing plan
1723 developed pursuant to subsections (d) and (e) of this section. Each
1724 hospital shall submit such reports not later than January fifteenth for the
1725 most recent six-month period ending on January first, and not later than

1726 July fifteenth for the most recent six-month period ending on July first.

1727 (2) Not later than January 1, 2027, the Commissioner of Public Health,
1728 in consultation with an organization that represents hospitals in the
1729 state, shall establish a report concerning the number of variations from
1730 the nurse staffing plans developed pursuant to subsections (d) and (e)
1731 of this section by hospitals in the state. Such report shall include (A) the
1732 number of times a hospital-wide variation from such nurse staffing
1733 plans occurred, and (B) the number of times there was a unit level
1734 variation from such nurse staffing plans by a hospital. Such report shall
1735 be submitted, in accordance with the provisions of section 11-4a to the
1736 joint standing committees of the General Assembly having cognizance
1737 of matters relating to public health and labor.

1738 Sec. 34. (NEW) (*Effective from passage*) (a) For the fiscal year ending
1739 June 30, 2027, and each fiscal year thereafter, the Department of Public
1740 Health shall, within available appropriations, establish and administer
1741 a grant program for the purpose of expanding certified nursing assistant
1742 training programs in the greater Hartford area and rural communities
1743 in the state. Under the program, the department shall provide grants to
1744 organizations that provide education and training to prospective
1745 certified nursing assistants in such areas of the state. Such expansion
1746 shall, to the extent possible, utilize federal funds provided pursuant to
1747 the Rural Health Transformation Program established pursuant to 42
1748 USC 1397ee(h) to aid education and training programs provided rural
1749 communities. An organization may submit an application for a grant
1750 under this section in a form and manner prescribed by the
1751 Commissioner of Public Health.

1752 (b) Not later than December 31, 2028, and biennially thereafter, the
1753 department shall submit a report, in accordance with the provisions of
1754 section 11-4a of the general statutes, to the joint standing committee of
1755 the General Assembly having cognizance of matters relating to public
1756 health on the implementation of the program. Such report shall include,
1757 but need not be limited to, an evaluation of the program.

1758 Sec. 35. (NEW) (*Effective October 1, 2026*) (a) (1) Not later than January
1759 1, 2027, and annually thereafter, in accordance with the findings of the
1760 study described in subsection (b) of this section, the Labor
1761 Commissioner shall update the informational web page, hosted on the
1762 Internet web site of the Labor Department, which serves as a central
1763 repository of information, resources and materials, including links to
1764 external sources of such information, resources and materials, regarding
1765 job training, career counseling, workforce development organizations,
1766 employers who are veteran and military-friendly or who establish and
1767 commit to meeting targets for the hiring of veterans and current and
1768 former members of the armed forces, and other topics relevant to the
1769 state's population of current and former members of the armed forces
1770 who may be transitioning from military service to a professional
1771 occupation in the civilian workforce. On and after January 1, 2027, the
1772 commissioner shall (A) post in a conspicuous location on such
1773 informational web page details of relevant employment assistance
1774 programming administered by the Military Department, as described in
1775 subsection (a) of section 36 of this act, and the annual job fair conducted
1776 by the Military Department, as described in subsection (b) of section 36
1777 of this act, and (B) undertake efforts to optimize the visibility of such
1778 informational web page in Internet search engine results.

1779 (2) On and after January 1, 2027, the Labor Commissioner, in
1780 consultation with the Commissioner of Veterans Affairs and the
1781 Adjutant General, shall annually solicit known and reputable providers
1782 of the information, resources and materials described in subdivision (1)
1783 of this subsection for items to be included on the informational web page
1784 described in said subdivision.

1785 (b) (1) Not later than January 1, 2028, the Labor Commissioner shall
1786 study models from other states within the northeast region of the United
1787 States that deploy technology, including, but not limited to, artificial
1788 intelligence, as defined in section 4-68jj of the general statutes, to connect
1789 current and former members of the armed forces with prospective
1790 employers based on such members' military occupational specialties,

1791 educational backgrounds and professional backgrounds. The
1792 commissioner shall use the findings from such study to update the
1793 informational web page described in subdivision (1) of subsection (a) of
1794 this section.

1795 (2) Not later than February 1, 2028, the Labor Commissioner shall
1796 submit a report on the commissioner's findings and recommendations
1797 to the joint standing committee of the General Assembly having
1798 cognizance of matters relating to veterans' and military affairs, in
1799 accordance with the provisions of section 11-4a of the general statutes.

1800 (c) (1) On and after January 1, 2027, the Commissioner of Veterans
1801 Affairs shall send a periodic electronic mail newsletter, containing
1802 relevant resources and materials included on the informational web
1803 page described in subdivision (1) of subsection (a) of this section, to
1804 interested recipients. The Labor Commissioner shall make available on
1805 such informational page a form through which interested persons can
1806 request to receive such periodic electronic mail newsletter, and shall
1807 each month forward to the Commissioner of Veterans Affairs the
1808 electronic mail addresses of those interested recipients who have made
1809 such request during the preceding month.

1810 (2) On and after January 1, 2027, the Commissioner of Veterans
1811 Affairs shall post in a conspicuous location on the Internet web site of
1812 the Department of Veterans Affairs a link to the informational web page
1813 described in subdivision (1) of subsection (a) of this section.

1814 Sec. 36. (NEW) (*Effective October 1, 2026*) (a) Not later than January 1,
1815 2028, the Adjutant General, in consultation with the Labor
1816 Commissioner and within existing resources, shall increase promotion
1817 of, and periodically make improvements to, the state-based
1818 employment assistance program developed and administered by the
1819 Military Department for the provision of advice and information to
1820 current and former members of the National Guard, who are
1821 considering available educational and occupational opportunities. The
1822 Adjutant General may (1) tailor such promotion and improvements to

1823 better supplement any federally funded transition assistance program,
1824 and (2) appoint such personnel as necessary to support, administer and
1825 coordinate state transition assistance and related programs.

1826 (b) On and after January 1, 2027, the Adjutant General, in consultation
1827 with the Labor Commissioner and the Commissioner of Veterans
1828 Affairs, shall conduct an annual job fair for purposes of (1) promoting
1829 employment of current and former members of the National Guard, and
1830 (2) inviting representatives of employers in this state to attend and
1831 provide information about prospective employment opportunities with
1832 such employers. The Adjutant General shall publicize such job fair on
1833 the Internet web site of the Military Department and shall include
1834 information about such job fair in any periodic electronic mail
1835 correspondence sent from the Military Department to interested
1836 recipients.

1837 Sec. 37. (*Effective from passage*) (a) Not later than August 1, 2026, the
1838 Commissioner of Economic and Community Development shall consult
1839 with the Labor Commissioner, the Commissioner of Veterans Affairs
1840 and any other official, organization or entity the Commissioner of
1841 Economic and Community Development deems appropriate for the
1842 purpose of developing legislative recommendations for promoting
1843 employment in the state of current and former members of the armed
1844 forces, including members of any reserve component thereof, and of the
1845 National Guard. In developing such legislative recommendations, the
1846 Commissioner of Economic and Community Development may
1847 examine the efficacy of various incentives, including, but not limited to,
1848 tax credits, wage subsidies and reimbursements for training.

1849 (b) Not later than January 15, 2027, the Commissioner of Economic
1850 and Community Development shall submit a report containing the
1851 legislative recommendations developed pursuant to subsection (a) of
1852 this section to the joint standing committees of the General Assembly
1853 having cognizance of matters relating to labor, veterans' and military
1854 affairs and commerce, in accordance with the provisions of section 11-
1855 4a of the general statutes.

1856 Sec. 38. Section 31-13a of the general statutes is repealed and the
1857 following is substituted in lieu thereof (*Effective October 1, 2026*):

1858 (a) [With] Subject to the provisions of subsection (c) of this section,
1859 with each wage payment each employer shall furnish to each employee,
1860 in writing or, with the employee's explicit consent, electronically, a
1861 record of hours worked, the gross earnings showing straight time and
1862 overtime as separate entries, itemized deductions and net earnings,
1863 except that the furnishing of a record of hours worked and the
1864 separation of straight time and overtime earnings shall not apply in the
1865 case of any employee with respect to whom the employer is specifically
1866 exempt from the keeping of time records and the payment of overtime
1867 under the Connecticut Minimum Wage Act or the Fair Labor Standards
1868 Act.

1869 (b) If the record of hours is furnished electronically pursuant to
1870 subsection (a) of this section, the employer shall provide a means for
1871 each employee to securely, privately and conveniently access and print
1872 such record. The employer shall incorporate reasonable safeguards
1873 regarding any information contained in the record furnished
1874 electronically pursuant to subsection (a) of this section to protect the
1875 confidentiality of an employee's personal information.

1876 (c) (1) For purposes of this subsection, "employer" means a person
1877 engaged in any activity, enterprise or business who employs one
1878 hundred or more employees, including the state and any political
1879 subdivision thereof.

1880 (2) Each employer shall create a guide for pay codes for overtime and
1881 the employer's most commonly used pay differentials, which may
1882 include shift differentials, on-call pay, hazard pay, call-back pay,
1883 holiday or weekend pay or geographical pay differentials used by the
1884 employer in such records furnished pursuant to subsection (a) of this
1885 section. Each such guide shall, if applicable, include not less than ten
1886 pay codes and be posted on the employer's Internet web site in English,
1887 Spanish and the other most common languages spoken by employees of

1888 the employer and include contact information of the designated office
1889 or individual who will handle employee disputes regarding calculations
1890 of hours and pay differentials. An employer shall update such guide
1891 each time a new pay code used for overtime or any pay differentials is
1892 added by the employer.

1893 (3) An employer shall (A) provide the Internet web site address to
1894 such guide required pursuant to subdivision (2) of this subsection to an
1895 employee upon hire, and (B) include the Internet web site address to
1896 such guide on each record of hours furnished to an employee pursuant
1897 to subsection (a) of this section. An employer may comply with the
1898 provisions of this subdivision by providing a written copy of such guide
1899 to an employee upon hire in English and the primary language of such
1900 employee.

1901 (4) An employer shall be deemed in compliance with the provisions
1902 of this subsection if such employer uses a third-party payroll services
1903 company that provides a guide for the pay codes that satisfies the
1904 provision of subdivision (2) of this subsection.

1905 (5) Nothing in this subsection shall be construed to require an
1906 employer to (A) establish and maintain an Internet web site if such
1907 employer does not currently maintain an Internet web site, or (B)
1908 establish new pay codes in order to satisfy the provisions of this section.

1909 Sec. 39. (NEW) (*Effective from passage*) The State Fire Administrator
1910 shall establish and administer a grant program for the purposes of
1911 providing grants-in-aid to junior firefighter programs administered by
1912 volunteer fire departments. The State Fire Administrator shall post in a
1913 conspicuous place on the Division of Fire Services within the
1914 Department of Emergency Services and Public Protection's Internet web
1915 site a description of the grant program, including, but not limited to,
1916 eligibility criteria and the application process for the program. A
1917 volunteer fire department shall apply for such grants for its junior
1918 firefighter program on such forms and in such manner as determined
1919 by the State Fire Administrator.

1920 Sec. 40. Subsection (e) of section 31-58 of the general statutes is
1921 repealed and the following is substituted in lieu thereof (*Effective October*
1922 *1, 2026*):

1923 (e) "Employee" means any individual employed or permitted to work
1924 by an employer but shall not include any individual employed in camps
1925 or resorts which are open no more than six months of the year or in
1926 domestic service in or about a private home, except any individual in
1927 domestic service employment as defined in the regulations of the federal
1928 Fair Labor Standards Act, or an individual employed in a bona fide
1929 executive, administrative or professional capacity as defined in the
1930 regulations of the Labor Commissioner or an individual employed by
1931 the federal government, or any individual engaged in the activities of
1932 an educational, charitable, religious, scientific, historical, literary or
1933 nonprofit organization where the employer-employee relationship does
1934 not, in fact, exist or where the services rendered to such organizations
1935 are on a voluntary basis, or any individual employed as a head resident
1936 or resident assistant by a college or university, or any individual
1937 engaged in baby sitting, or an outside salesman as defined in the
1938 regulations of the federal Fair Labor Standards Act, or any individual
1939 employed by a nonprofit theater, provided such theater does not
1940 operate for more than seven months in any calendar year, or a member
1941 of the armed forces of the state performing military duty, as such terms
1942 are defined in section 27-61, or any individual who has entered into a
1943 contract to play minor league baseball and is compensated pursuant to
1944 the terms of a collective bargaining agreement;

1945 Sec. 41. (NEW) (*Effective from passage*) (a) Not later than July 1, 2027,
1946 the president of The University of Connecticut shall establish a
1947 recruitment and retention program for The University of Connecticut
1948 special police forces and fire department to address critical staffing
1949 shortages and high resignation rates. As part of such program, the
1950 president of The University of Connecticut shall develop: (1) Salary
1951 schedules for all sworn members of the university's special police forces
1952 and all members of the fire department, and (2) an education benefit to

1953 reward such members' long-term commitment and acquisition of
1954 institutional knowledge critical to higher education and hospital
1955 environments.

1956 (b) (1) The salary schedules described in subdivision (1) of subsection
1957 (a) of this section shall: (A) Align the compensation rates of the sworn
1958 members of the university's special police forces and the members of the
1959 fire department with the compensation rates of members of comparable
1960 municipal and state law enforcement and fire service agencies to
1961 eliminate any pay disparities between the members of such agencies
1962 and the sworn members of the university's special police forces and the
1963 members of the fire department, and (B) eliminate any significant step
1964 overlaps between ranks to ensure that supervisors do not earn less than
1965 the personnel they supervise.

1966 (2) The president shall provide the salary schedules developed
1967 pursuant to subdivision (1) of this subsection to the Office of Labor
1968 Relations and the collective bargaining unit representing the sworn
1969 members of the university's special police forces and the members of the
1970 fire department. Such salary schedules: (A) Shall be a mandatory subject
1971 of the negotiations between the Office of Labor Relations and such
1972 collective bargaining unit (i) relating to salary, including, but not limited
1973 to, any wage reopener, and (ii) next occurring after the president has
1974 provided such salary schedules to said office and the collective
1975 bargaining unit, and (B) may be a subject of any negotiations between
1976 the Office of Labor Relations and such collective bargaining unit
1977 occurring after the president has provided such salary schedules to said
1978 office and the collective bargaining unit, but before the negotiations
1979 described in subparagraph (A) of this subdivision, by mutual agreement
1980 of said office and such bargaining unit.

1981 (c) (1) The president of The University of Connecticut shall develop
1982 the parameters of the education benefit described in subdivision (2) of
1983 subsection (a) of this section. Such parameters: (A) May include, but
1984 need not be limited to, tuition reimbursement or university fee waivers,
1985 and (B) shall (i) include, but need not be limited to, the required years

1986 of service for eligibility, and (ii) allow dependents of the sworn members
1987 of the university's special police forces and the members of the fire
1988 department to be eligible for such education benefit, under terms and
1989 conditions established by the president.

1990 (2) The president shall provide a written description of the
1991 parameters of the education benefit developed pursuant to subdivision
1992 (1) of this subsection to The University of Connecticut Board of Trustees
1993 for approval. Notwithstanding the provisions of any applicable
1994 collective bargaining agreement or chapter 68 of the general statutes,
1995 upon approval by the board, the education benefit shall be implemented
1996 without modification.

1997 Sec. 42. (NEW) (*Effective from passage*) Not later than January 1, 2027,
1998 and annually thereafter, the president of The University of Connecticut
1999 shall submit a report, in accordance with the provisions of section 11-4a
2000 of the general statutes, on the recruitment and retention status of the
2001 university's special police forces and fire department to the joint
2002 standing committees of the General Assembly having cognizance of
2003 matters relating to public safety and security and higher education and
2004 employment advancement and to the Board of Trustees of The
2005 University of Connecticut. Such report shall include, but need not be
2006 limited to, for both the special police forces and the fire department: (1)
2007 The total number of authorized positions compared to filled positions,
2008 including a breakdown of any vacancies due to unfilled positions,
2009 personnel being in academy training or field training or personnel being
2010 on administrative, military or medical leave, (2) the total number of any
2011 resignations, retirements and terminations that occurred during the
2012 preceding year, including the average seniority of departing personnel,
2013 (3) a detailed assessment of the forces' or department's ability to provide
2014 mandated coverage at all applicable campuses and facilities, and (4) an
2015 analysis of the financial impact of any costs incurred to train and recruit
2016 personnel who resign within five years of being hired.

2017 Sec. 43. Subsection (d) of section 10a-156b of the general statutes is
2018 repealed and the following is substituted in lieu thereof (*Effective from*

2019 *passage*):

2020 (d) [The] Notwithstanding the provisions of chapter 68, the president
2021 of The University of Connecticut shall establish classifications for the
2022 special police forces positions for The University of Connecticut at Storrs
2023 and its several campuses, including The University of Connecticut
2024 Health Center in Farmington, using objective job-related criteria,
2025 including, but not limited to: (1) Knowledge and skill required to carry
2026 out the duties of each position, including the skill required (A) in high-
2027 density campus environments, (B) to provide student-focused
2028 community outreach services, and (C) to provide specialized emergency
2029 services within The University of Connecticut Health Center in
2030 Farmington, (2) mental and physical effort required to carry out the
2031 duties of each position, [and] (3) the level of accountability assigned to
2032 each position, and (4) the responsibilities associated with exercising
2033 jurisdiction at multiple campuses throughout the state. The president
2034 shall establish and administer all necessary examinations for such
2035 special police forces.

2036 Sec. 44. (NEW) (*Effective July 1, 2027*) (a) As used in this section and
2037 sections 45 to 47, inclusive, of this act:

2038 (1) "Public utility pole" means a pole, including a portion of a pole,
2039 owned by a telephone company or an electric distribution company that
2040 is used to support wires for (A) the distribution of electricity, (B)
2041 telecommunications services, as defined in section 16-247a of the
2042 general statutes, or (C) the lighting of streets or sidewalks;

2043 (2) "Double utility poles" means a replacement public utility pole
2044 built or installed alongside, or attached to, an existing public utility pole,
2045 or a portion of an existing public utility pole, for the purpose of
2046 transferring the wires from the existing utility pole to the replacement
2047 utility pole, provided the existing public utility pole, including any
2048 portion of such utility pole, has not been removed after the installation
2049 of the replacement utility pole;

2050 (3) "Utility pole custodian" means the electric distribution company
2051 or telephone company with a duty to maintain a public utility pole;

2052 (4) "Utility pole attachment database system" means a software
2053 system designated by the Public Utilities Regulatory Authority for the
2054 purpose of maintaining a database of attachments to public utility poles
2055 in the state;

2056 (5) "User" means any person or entity that is not the owner of a public
2057 utility pole who maintains equipment of any sort on such pole, except
2058 when a public utility pole is owned by more than one person or entity,
2059 the person or entity that is a partial owner of such pole and that is not
2060 performing the removal or replacement work shall be considered a
2061 "user" for the purposes of this section and section 45 of this act. "User"
2062 does not include any municipality or political subdivision of the state or
2063 an electric distribution company if such company owns the public utility
2064 pole;

2065 (6) "Electric distribution company" has the same meaning as
2066 provided in section 16-1 of the general statutes;

2067 (7) "Telephone company" has the same meaning as provided in
2068 section 16-1 of the general statutes; and

2069 (8) "Complex transfer" means work to transfer a public utility pole
2070 attachment that would be reasonably likely to cause a service outage or
2071 damage to any other such attachments, including work such as splicing
2072 a communication attachment or relocating existing wireless
2073 attachments. Any transfer involving mobile, fixed, and point-to-point
2074 wireless communications and attachments owned by wireless Internet
2075 service providers shall be deemed a complex transfer.

2076 (b) A utility pole custodian, or the custodian's agent, shall deliver
2077 notice of any removal and replacement work concerning such utility
2078 pole to each user of such utility pole not more than seventy-two hours
2079 (1) after starting any such work if such work is planned, or (2) after such
2080 work is completed if such work was unplanned and necessary to correct

2081 a hazardous condition on an emergency basis. Such notice shall describe
2082 the location of the public utility pole, the nature of the work completed
2083 or to be completed, the date upon which such work was completed or is
2084 to be completed and the delivery date of such notice. Such notice shall
2085 be delivered to each user of the public utility pole by electronic means
2086 through the utility pole attachment database system.

2087 (c) Except as provided in section 46 of this act, each user of a public
2088 utility pole that receives notice of work pursuant to subsection (b) of this
2089 section shall transfer its equipment from the existing public utility pole
2090 to the replacement public utility pole not later than (1) twenty days after
2091 receiving such notice if such notice requires the transfer of equipment
2092 from fifty or fewer public utility poles, or (2) forty-five days after
2093 receiving such notice if such notice requires the transfer of equipment
2094 from greater than fifty public utility poles. Upon the completion of the
2095 work to transfer equipment pursuant to this subsection, the user shall
2096 provide notice by electronic means through the utility pole attachment
2097 database system to the utility pole custodian that such work has been
2098 completed.

2099 (d) (1) Except as provided in section 46 of this act, if a user fails to
2100 complete the work required to transfer the user's equipment in the time
2101 required under subsection (c) of this section, the telephone company, or
2102 such company's agent, may complete such work on the user's behalf.
2103 Such company, or such company's agent, may submit a bill to such user
2104 based on the prevailing rate of wages established pursuant to section 31-
2105 53 of the general statutes, as amended by this act, for any such work
2106 completed on behalf of such user. Such user shall pay such bill not later
2107 than sixty days after receipt.

2108 (2) A user shall not be in violation of this section if (A) such user is
2109 prevented from timely completing the transfer of such user's equipment
2110 due solely to a municipality's failure to timely remove or transfer any
2111 equipment owned by such municipality or a political subdivision of the
2112 municipality, (B) a telephone company, or such company's agent, fails
2113 to complete any work required to transfer such user's equipment

2114 pursuant to subdivision (1) of this subsection, or (C) the user can
2115 demonstrate good cause to the authority why such user failed to timely
2116 complete such transfer, including, but not limited to, the presence of an
2117 unidentified attachment to a public utility pole, a significant weather
2118 event that precludes or delays the timely completion of required work,
2119 the existence of a declared emergency in the state, or if the transfer is a
2120 complex transfer. Nothing in this section shall be construed to excuse
2121 such user from completing such work within a reasonable period of
2122 time, considering the circumstances of such work, as determined by the
2123 authority.

2124 (e) (1) Except as provided in subdivision (2) of this subsection, a user
2125 that fails to transfer the user's equipment to a replacement public utility
2126 pole in compliance with subsection (c) of this section or fails to pay a bill
2127 submitted to such user pursuant to subsection (d) of this section within
2128 sixty days of receipt shall be in violation of this section. The Public
2129 Utilities Regulatory Authority may impose, by order of the authority, a
2130 civil penalty not to exceed one hundred dollars for each violation of
2131 subsection (c) of this section, and in the case of a continued violation,
2132 each day thereof shall be deemed a separate violation. The authority
2133 shall impose any such civil penalty in accordance with the procedure
2134 established in section 16-41 of the general statutes.

2135 (2) The authority shall impose no penalty on a user pursuant to this
2136 subsection if (A) the user of a public utility pole was prevented from
2137 completing the transfer of such user's equipment due solely to a
2138 municipality's failure to timely remove or transfer any equipment
2139 owned by such municipality or a political subdivision of the
2140 municipality, (B) a telephone company, or such company's agent, fails
2141 to complete any work required to transfer such user's equipment
2142 pursuant to subsection (d) of this section, or (C) the user can
2143 demonstrate good cause to the authority why such user failed to timely
2144 complete such transfer, including, but not limited to, the presence of an
2145 unidentified attachment to a public utility pole, a significant weather
2146 event that precludes or delays the timely completion of required work,

2147 the existence of a declared emergency in the state, or if the transfer is a
2148 complex transfer. If the authority finds the user has demonstrated good
2149 cause pursuant to subparagraph (C) of this subdivision, the authority
2150 shall issue a written decision that articulates the basis for such finding.

2151 (f) (1) An electric distribution company or telephone company that
2152 removes a public utility pole, including any portion of such a utility
2153 pole, and installs a replacement public utility pole shall complete the
2154 transfer of any wires or equipment owned by the electric distribution
2155 company or telephone company not later than forty-five days after such
2156 company receives notice of work pursuant to subsection (b) of this
2157 section.

2158 (2) An electric distribution company or telephone company that fails
2159 to comply with subdivision (1) of this subsection shall be in violation of
2160 this section. The Public Utilities Regulatory Authority may impose, by
2161 order of the authority, a civil penalty not to exceed one hundred dollars
2162 for each violation of this subsection, and in the case of a continued
2163 violation, each day thereof shall be deemed a separate violation. The
2164 authority shall impose any such civil penalty in accordance with the
2165 procedure established in section 16-41 of the general statutes, except
2166 when such company can demonstrate good cause to the authority why
2167 such company failed to timely complete such transfer, including, but not
2168 limited to, the presence of an unidentified attachment to a public utility
2169 pole, a significant weather event that precludes or delays the timely
2170 completion of required work, the existence of a declared emergency in
2171 the state, or if the transfer is a complex transfer. If the authority finds the
2172 company has demonstrated good cause, the authority shall issue a
2173 written decision that articulates the basis for such finding.

2174 (g) The Public Utilities Regulatory Authority shall remit the amount
2175 of any civil penalty collected pursuant to this section or section 45 of this
2176 act to the Commissioner of Social Services for the purpose of providing
2177 funding for the Connecticut energy assistance program administered by
2178 the commissioner pursuant to section 17b-2 of the general statutes.

2179 (h) The Public Utilities Regulatory Authority may adopt regulations,
2180 in accordance with chapter 54 of the general statutes, to implement the
2181 provisions of this section and section 45 of this act.

2182 Sec. 45. (NEW) (*Effective July 1, 2027*) (a) On and after July 1, 2027, and
2183 not less than every six months thereafter, each utility pole custodian
2184 shall compile a list of any users who have failed to complete work
2185 required to transfer the user's equipment in compliance with subsection
2186 (c) of section 44 of this act. Each utility pole custodian shall submit such
2187 list to the Public Utilities Regulatory Authority.

2188 (b) On and after October 1, 2027, and not less than every six months
2189 thereafter, based on any list submitted pursuant to subsection (a) of this
2190 section, the Public Utilities Regulatory Authority shall post on the
2191 Internet web site of the authority a list of users with an aggregate
2192 number of public utility pole attachments for which the user has not yet
2193 completed a transfer as required pursuant to subsection (c) of section 44
2194 of this act that is three per cent or greater of the total number of public
2195 utility poles to which the user has an attachment in the state.

2196 (c) Any user identified in a list compiled pursuant to subsection (b)
2197 of this section shall provide the authority with a written explanation of
2198 why such user has failed to comply with the provisions of subsection (c)
2199 of section 44 of this act.

2200 (d) Not later than January 1, 2029, each electric distribution company
2201 and telephone company shall undertake any work required pursuant to
2202 section 44 of this act to eliminate double utility poles in existence on
2203 January 1, 2027. Any such company that fails to perform the work
2204 required to eliminate such double utility poles on or before January 1,
2205 2029, shall be in violation of this section. The Public Utilities Regulatory
2206 Authority may impose, by order of the authority, a civil penalty not to
2207 exceed one hundred dollars for each violation of this section, and in the
2208 case of a continued violation, each day thereof shall be deemed a
2209 separate violation. The authority shall impose any such civil penalty in
2210 accordance with the procedure established in section 16-41 of the

2211 general statutes.

2212 Sec. 46. (NEW) (*Effective July 1, 2027*) A user shall be exempt from the
2213 provisions of subsections (c) and (d) of section 44 of this act and
2214 subsections (c) and (d) of section 45 of this act if the user is not identified
2215 on the list published by the Public Utilities Regulatory Authority
2216 pursuant to subsection (b) of section 45 of this act.

2217 Sec. 47. (NEW) (*Effective October 1, 2026*) Not later than December 1,
2218 2026, the Public Utilities Regulatory Authority shall initiate a docket for
2219 the purpose of developing a recommended damage liability clause that
2220 shall be adopted by any public utility pole custodian in any contract or
2221 other agreement with a user of such pole. The damage liability clause
2222 shall address scenarios in which, in the process of transferring an
2223 attachment or equipment from one such pole to another such pole, a
2224 user damages an attachment or other equipment of another user of such
2225 pole. Such damage liability clause shall establish a mechanism for
2226 reimbursement for damage in an amount less than one hundred
2227 thousand dollars, and the submission to the authority for resolution of
2228 damages in the amount of one hundred thousand dollars or greater.

2229 Sec. 48. (*Effective October 1, 2026*) The Labor Commissioner and the
2230 Chief Manufacturing Officer, in consultation with the Commissioner of
2231 Veterans Affairs, shall, within available appropriations, post
2232 information on the Internet web sites of the Labor Department and the
2233 Office of Manufacturing concerning benefits and services available to
2234 veterans, as defined in section 27-103 of the general statutes, in the state.
2235 Such information shall be in a form available for downloading by an
2236 employer to display at such employer's place of business.

2237 Sec. 49. (NEW) (*Effective October 1, 2026*) The Commissioner of
2238 Administrative Services, in consultation with the Commissioner of
2239 Emergency Services and Public Protection and the State Fire
2240 Administrator, shall establish a job classification for part-time fire
2241 service instructors within the Division of Fire Services Administration
2242 within the Department of Emergency Services and Public Protection.

2243 Sec. 50. (*Effective from passage*) The Comptroller shall conduct a study
2244 of health insurance coverage for retired police officers and firefighters
2245 in the state. Such study shall include, but need not be limited to, an
2246 assessment of any gaps in, or lack of, health insurance coverage, or
2247 diminished health insurance coverage for police officers and firefighters
2248 in the state who are no longer employed as police officers or firefighters
2249 due to normal retirement or early retirement as a result of any illness or
2250 injury. Not later than January 1, 2027, the Comptroller shall submit a
2251 report, in accordance with the provisions of section 11-4a of the general
2252 statutes, to the joint standing committee of the General Assembly
2253 having cognizance of matters relating to labor and public employees on
2254 the findings of such study. For purposes of this section, "police officer"
2255 has the same meaning as provided in section 7-294a of the general
2256 statutes and "firefighter" has the same meaning as provided in section
2257 7-313g of the general statutes.

2258 Sec. 51. (NEW) (*Effective July 1, 2026*) (a) For purposes of this section,
2259 "reasonable assurance" means:

2260 (1) An offer of employment to an individual for the following school
2261 year, whether written, oral or implied, provided such offer: (A) Was
2262 made by an employee of a local or regional board of education, regional
2263 educational service center, governing authority for a state charter school
2264 or an endowed or incorporated academy approved by the State Board
2265 of Education pursuant to section 10-34 of the general statutes, who has
2266 authority to make such offer; (B) is for services in the same capacity as
2267 the individual provided in the prior school year; (C) provides wages or
2268 a salary in an amount not less than ninety per cent of the amount paid
2269 to such individual, in the aggregate, by every educational institution for
2270 which such individual worked during the prior school year; and (D) is
2271 not contingent on factors within the control of such board of education,
2272 regional educational service center, governing authority or endowed or
2273 incorporated academy, including, but not limited to, course
2274 programming, allocation of available funding, program modifications
2275 or facility availability; and

2276 (2) It is highly probable that such individual will provide services in
2277 the same capacity during the following school year based on the totality
2278 of circumstances of the case, including, but not limited to, availability of
2279 funding, past enrollment levels, the individual's level of seniority and
2280 the nature of the contingencies on the offer.

2281 (b) Not later than ten days before the last day of regular school
2282 sessions, each local or regional board of education, regional educational
2283 service center, governing authority for a state charter school or an
2284 endowed or incorporated academy approved by the State Board of
2285 Education pursuant to section 10-34 of the general statutes in the state
2286 shall submit to the Labor Department, in the form and manner
2287 prescribed by the Labor Commissioner: (1) A list of each individual who
2288 (A) was employed as a paraeducator for such board of education,
2289 regional educational service center, governing authority or endowed or
2290 incorporated academy, and (B) does not have a reasonable assurance of
2291 providing such services in the same capacity the following school year,
2292 including such individual's name and Social Security number, and (2) a
2293 list of each individual who (A) was employed as a paraeducator for such
2294 board of education, regional educational service center, governing
2295 authority or endowed or incorporated academy, and (B) has a
2296 reasonable assurance of providing such services in the same capacity
2297 during the following school year or during the period following a school
2298 holiday or school vacation, including a description of the manner in
2299 which such reasonable assurance was provided to such individual,
2300 including, but not limited to, whether an offer was made in writing,
2301 orally or implied, the nature of any contingencies in the offer and the
2302 information about the offer communicated to the individual.

2303 (c) The information required pursuant to subsection (b) of this section
2304 may be considered by the Labor Commissioner for purposes of
2305 determining eligibility for benefits pursuant to chapter 567 of the
2306 general statutes, provided such information shall not be conclusive
2307 evidence of reasonable assurance in any case.

2308 Sec. 52. Section 10-155k of the general statutes is repealed and the

2309 following is substituted in lieu thereof (*Effective July 1, 2026*):

2310 On and after July 1, 2013, the Commissioner of Education shall
2311 establish a School Paraprofessional Advisory Council, which on and
2312 after July 1, 2021, shall be known as the School Paraeducator Advisory
2313 Council, consisting of (1) [one paraeducator] five paraeducators from
2314 [each] state-wide bargaining representative [organization]
2315 organizations that [represents] represent paraeducators with
2316 instructional responsibilities nominated by the Connecticut AFL-CIO,
2317 (2) one representative from each of the exclusive bargaining units for
2318 certified employees, chosen pursuant to section 10-153b, (3) the most
2319 recent recipient of the Connecticut Paraeducator of the Year Award, (4)
2320 two representatives from the regional educational service centers,
2321 appointed by the Commissioner of Education, and (5) a school
2322 administrator, appointed by the Connecticut Federation of School
2323 Administrators. The council shall hold quarterly meetings and advise,
2324 at least quarterly, the Commissioner of Education, or the
2325 commissioner's designee, of the needs for (A) professional development
2326 and the training of paraeducators and the effectiveness of the content
2327 and the delivery of existing training for such paraeducators, (B)
2328 appropriate staffing strategies for paraeducators, and (C) consideration
2329 of other relevant issues relating to paraeducators. The council shall
2330 report, annually, in accordance with the provisions of section 11-4a, on
2331 the recommendations given to the commissioner, or the commissioner's
2332 designee, pursuant to the provisions of this section, to the joint standing
2333 committee of the General Assembly having cognizance of matters
2334 relating to education.

2335 Sec. 53. Subsection (e) of section 29-4 of the general statutes is
2336 repealed and the following is substituted in lieu thereof (*Effective from*
2337 *passage*):

2338 (e) [Salaries] (1) Except as provided in an agreement executed
2339 pursuant to subdivision (2) of this section, salaries of the members of the
2340 Division of State Police within the Department of Emergency Services
2341 and Public Protection shall be fixed by the Commissioner of

2342 Administrative Services as provided in section 4-40. State police
2343 personnel may be promoted, demoted, suspended or removed by the
2344 commissioner, but no final dismissal from the service shall be ordered
2345 until a hearing has been had before the Commissioner of Emergency
2346 Services and Public Protection on charges preferred against such officer.
2347 Each state police officer shall, before entering upon such officer's duties,
2348 be sworn to the faithful performance of such duties. The Commissioner
2349 of Emergency Services and Public Protection shall designate an
2350 adequate patrol force for motor patrol work exclusively.

2351 (2) For any sworn member of the Division of State Police within the
2352 Department of Emergency Services and Public Protection assigned to a
2353 highway construction project administered by the Department of
2354 Transportation, such sworn member shall be paid at a rate established
2355 pursuant to an agreement executed between the Commissioner of
2356 Emergency Services and Public Protection and the Commissioner of
2357 Transportation on or after the effective date of this section.

2358 Sec. 54. Section 31-53 of the 2026 supplement to the general statutes
2359 is repealed and the following is substituted in lieu thereof (*Effective*
2360 *October 1, 2026*):

2361 (a) Each contract for the construction, remodeling, refinishing,
2362 refurbishing, rehabilitation, alteration or repair of any public works
2363 project by the state or any of its agents, or by any political subdivision
2364 of the state or any of its agents, including, on and after July 1, 2025, each
2365 contract for off-site custom fabrication for any such public works
2366 project, shall contain the following provision: "The wages paid on an
2367 hourly basis to any person performing the work of any mechanic,
2368 laborer or worker on the work herein contracted to be done and the
2369 amount of payment or contribution paid or payable on behalf of each
2370 such person to any employee welfare fund, as defined in subsection (i)
2371 of this section, shall be at a rate equal to the rate customary or prevailing
2372 for the same work in the same trade or occupation in the town in which
2373 such public works project is being constructed. Any contractor who is
2374 not obligated by agreement to make payment or contribution on behalf

2375 of such persons to any such employee welfare fund shall pay to each
2376 mechanic, laborer or worker as part of such person's wages the amount
2377 of payment or contribution for such person's classification on each pay
2378 day." For purposes of this subsection, "off-site custom fabrication"
2379 means the fabrication of mechanical systems that are fabricated at a site
2380 located within the state other than the location of a public works project,
2381 but are fabricated specifically for such public works project, including
2382 plumbing systems, heating systems, cooling systems, pipefitting
2383 systems, ventilation systems or exhaust duct systems. "Off-site custom
2384 fabrication" does not include components or materials that are stock
2385 shelf items or readily available.

2386 (b) If the commissioner, upon inspection or investigation of a
2387 complaint, believes that a contractor or subcontractor has knowingly or
2388 wilfully employed any mechanic, laborer or worker in the construction,
2389 remodeling, refinishing, refurbishing, rehabilitation, alteration or repair
2390 of any public works project for or on behalf of the state or any of its
2391 agents, or any political subdivision of the state or any of its agents, at a
2392 rate of wage on an hourly basis that is less than the rate customary or
2393 prevailing for the same work in the same trade or occupation in the town
2394 in which such public works project is being constructed, remodeled,
2395 refinished, refurbished, rehabilitated, altered or repaired, or who has
2396 failed to pay the amount of payment or contributions paid or payable
2397 on behalf of each such person to any employee welfare fund, or in lieu
2398 thereof to the person, as provided by subsection (a) of this section, such
2399 contractor or subcontractor shall be issued a citation and may be fined
2400 five thousand dollars for each offense. The commissioner shall maintain
2401 a list of any contractor or subcontractor that, during the three preceding
2402 calendar years, violates this section or enters into a settlement with the
2403 commissioner to resolve any claim brought by the commissioner
2404 pursuant to this section. For each contractor or subcontractor placed on
2405 such list, the commissioner shall record the following information: (1)
2406 The nature of the violation; (2) the total amount of wages and fringe
2407 benefits making up the violation or agreed upon in any settlement with
2408 the commissioner; and (3) the total amount of civil penalties and fines

2409 agreed upon by the commissioner. The commissioner shall review the
2410 list on the first day of May each year for the preceding rolling three-year
2411 period and may refer for debarment any contractor or subcontractor that
2412 committed a violation of this section during the rolling three-year
2413 period. The commissioner shall refer for debarment any contractor or
2414 subcontractor that entered into one or more settlement agreements with
2415 the commissioner where the sum total of all settlements within such
2416 period exceeds fifty thousand dollars in back wages or fringe benefits,
2417 or entered into one or more settlement agreements with the
2418 commissioner where the sum total of all settlements within such period
2419 exceeds fifty thousand dollars in civil penalties or fines agreed upon by
2420 the commissioner. Any contractor or subcontractor the commissioner
2421 refers for debarment may request a hearing before the commissioner.
2422 Such hearing shall be conducted in accordance with the provisions of
2423 chapter 54. In addition, if it is found by the contracting officer
2424 representing the state or political subdivision of the state that any
2425 mechanic, laborer or worker employed by the contractor or any
2426 subcontractor directly on the site for the work covered by the contract
2427 has been or is being paid a rate of wages less than the rate of wages
2428 required by the contract to be paid as required by this section, the state
2429 or contracting political subdivision of the state may (A) by written or
2430 electronic notice to the contractor, terminate such contractor's right to
2431 proceed with the work or such part of the work as to which there has
2432 been a failure to pay said required wages and to prosecute the work to
2433 completion by contract or otherwise, and the contractor and the
2434 contractor's sureties shall be liable to the state or the contracting political
2435 subdivision for any excess costs occasioned the state or the contracting
2436 political subdivision thereby, or (B) withhold payment of money to the
2437 contractor or subcontractor. The contracting department of the state or
2438 the political subdivision of the state shall, not later than two days after
2439 taking such action, notify the Labor Commissioner, in writing or
2440 electronically, of the name of the contractor or subcontractor, the project
2441 involved, the location of the work, the violations involved, the date the
2442 contract was terminated, and steps taken to collect the required wages.

2443 (c) The Labor Commissioner may make complaint to the proper
2444 prosecuting authorities for the violation of any provision of subsection
2445 (b) of this section.

2446 (d) For the purpose of predetermining the prevailing rate of wage on
2447 an hourly basis and the amount of payment, contributions and member
2448 benefits paid or payable on behalf of each person to any employee
2449 welfare fund, as defined in subsection (i) of this section, in each town
2450 where such contract is to be performed, the Labor Commissioner shall
2451 adopt the rate of wages on an hourly basis in accordance with the
2452 provisions of this section and section 31-76c, and the amount, at the
2453 journeyman rate, of payment, contributions and member benefits,
2454 including health, pension, annuity and apprenticeship funds, as
2455 recognized by the United States Department of Labor and the Labor
2456 Commissioner paid or payable on behalf of each person to any
2457 employee welfare fund, as defined in subsection (i) of this section, as
2458 established in the collective bargaining agreements or understandings
2459 between employers or employer associations and bona fide labor
2460 organizations for the same work in the same trade or occupation in the
2461 town in which the applicable public works project, as defined in section
2462 31-56a, is being constructed. For each trade or occupation for which
2463 more than one collective bargaining agreement is in effect for the town
2464 in which such project is being constructed, the collective bargaining
2465 agreement of historical jurisdiction shall prevail. For each trade or
2466 occupation for which there is no collective bargaining agreement in
2467 effect for the town in which the public works project is being
2468 constructed, the Labor Commissioner shall adopt and use such
2469 appropriate and applicable prevailing wage rate determinations as have
2470 been made by the Secretary of Labor of the United States under the
2471 provisions of the Davis-Bacon Act, as amended.

2472 (e) The Labor Commissioner shall determine the prevailing rate of
2473 wages on an hourly basis and the amount of payment or contributions
2474 paid or payable on behalf of such person to any employee welfare fund,
2475 as defined in subsection (i) of this section, in each locality where any

2476 such public work is to be constructed, and the agent empowered to let
2477 such contract shall contact the Labor Commissioner, at least ten but not
2478 more than twenty days prior to the date such contracts will be
2479 advertised for bid, to ascertain the proper rate of wages and amount of
2480 employee welfare fund payments or contributions and shall include
2481 such rate of wage on an hourly basis and the amount of payment or
2482 contributions paid or payable on behalf of each person to any employee
2483 welfare fund, as defined in subsection (i) of this section, or in lieu thereof
2484 the amount to be paid directly to each person for such payment or
2485 contributions as provided in subsection (a) of this section for all
2486 classifications of labor in the proposal for the contract. The rate of wage
2487 on an hourly basis and the amount of payment or contributions to any
2488 employee welfare fund, as defined in subsection (i) of this section, or
2489 cash in lieu thereof, as provided in subsection (a) of this section, shall, at
2490 all times, be considered as the minimum rate for the classification for
2491 which it was established. Prior to the award of any contract, purchase
2492 order, bid package or other designation subject to the provisions of this
2493 section, such agent shall certify to the Labor Commissioner, either in
2494 writing or electronically, the total dollar amount of work to be done in
2495 connection with such public works project, regardless of whether such
2496 project consists of one or more contracts. Upon the award of any
2497 contract subject to the provisions of this section, the contractor to whom
2498 such contract is awarded shall certify, under oath, to the Labor
2499 Commissioner the pay scale to be used by such contractor and any of
2500 the contractor's subcontractors for work to be performed under such
2501 contract.

2502 (f) Each employer subject to the provisions of this section, section 31-
2503 53c, subsection (f) of section 31-53d or section 31-54 shall (1) keep,
2504 maintain and preserve such records relating to the wages and hours
2505 worked by each person performing the work of any mechanic, laborer
2506 and worker and a schedule of the occupation or work classification at
2507 which each person performing the work of any mechanic, laborer or
2508 worker on the project is employed during each work day and week in
2509 such manner and form as the Labor Commissioner establishes to assure

2510 the proper payments due to such persons or employee welfare funds
2511 under this section, section 31-53c, subsection (f) of section 31-53d or
2512 section 31-54, regardless of any contractual relationship alleged to exist
2513 between the contractor and such person, provided such employer shall
2514 have the option of keeping, maintaining and preserving such records in
2515 an electronic format, and (2) submit monthly to the contracting agency
2516 or the Department of Economic and Community Development
2517 pursuant to section 31-53c or to the developer of a covered project, as
2518 defined in section 31-53d, as applicable, by mail, electronic mail or other
2519 method accepted by such agency, the Department of Economic and
2520 Community Development or such developer, a certified payroll that
2521 shall consist of a complete copy of such records accompanied by a
2522 statement signed by the employer that indicates (A) such records are
2523 correct; (B) the rate of wages paid to each person performing the work
2524 of any mechanic, laborer or worker and the amount of payment or
2525 contributions paid or payable on behalf of each such person to any
2526 employee welfare fund, as defined in subsection (i) of this section, are
2527 not less than the prevailing rate of wages and the amount of payment or
2528 contributions paid or payable on behalf of each such person to any
2529 employee welfare fund, as determined by the Labor Commissioner
2530 pursuant to subsection (d) of this section, and not less than those
2531 required by the contract to be paid; (C) the employer has complied with
2532 the applicable provisions of this section, section 31-53c, subsection (f) of
2533 section 31-53d and section 31-54; (D) each such person is covered by a
2534 workers' compensation insurance policy for the duration of such
2535 person's employment, which shall be demonstrated by submitting to the
2536 contracting agency the name of the workers' compensation insurance
2537 carrier covering each such person, the effective and expiration dates of
2538 each policy and each policy number; (E) the employer does not receive
2539 kickbacks, as defined in 41 USC 52, from any employee or employee
2540 welfare fund; and (F) pursuant to the provisions of section 53a-157a, the
2541 employer is aware that filing a certified payroll which the employer
2542 knows to be false is a class D felony for which the employer may be fined
2543 up to five thousand dollars, imprisoned for up to five years, or both.
2544 This subsection shall not be construed to prohibit a general contractor

2545 from relying on the certification of a lower tier subcontractor, provided
2546 the general contractor shall not be exempted from the provisions of
2547 section 53a-157a if the general contractor knowingly relies upon a
2548 subcontractor's false certification. Notwithstanding the provisions of
2549 section 1-210, the certified payroll shall be considered a public record
2550 and every person shall have the right to inspect and copy such records
2551 in accordance with the provisions of section 1-212. The provisions of
2552 subsections (a) and (b) of section 31-59 and sections 31-66 and 31-69 that
2553 are not inconsistent with the provisions of this section, section 31-53c or
2554 31-54 apply to this section. Failing to file a certified payroll pursuant to
2555 subdivision (2) of this subsection is a class D felony for which the
2556 employer may be fined up to five thousand dollars, imprisoned for up
2557 to five years, or both.

2558 (g) Any contractor who is required by the Labor Department to make
2559 any payment as a result of a subcontractor's failure to pay wages or
2560 benefits, or any subcontractor who is required by the Labor Department
2561 to make any payment as a result of a lower tier subcontractor's failure
2562 to pay wages or benefits, may bring a civil action in the Superior Court
2563 to recover no more than the damages sustained by reason of making
2564 such payment, together with costs and a reasonable attorney's fee.

2565 (h) (1) The provisions of this section shall not apply where (A) the
2566 combined total cost or total bond authorization for all work to be
2567 performed by all contractors and subcontractors in connection with new
2568 construction of any public works project is less than one million dollars,
2569 or (B) the combined total cost of all work to be performed by all
2570 contractors and subcontractors in connection with any remodeling,
2571 refinishing, refurbishing, rehabilitation, alteration or repair of any
2572 public works project is less than one hundred thousand dollars.

2573 (2) On and after October 31, 2017, and prior to July 1, 2019, the
2574 provisions of this subdivision shall not apply where the work to be
2575 performed by any contractor or subcontractor in connection with new
2576 construction, remodeling, refinishing, refurbishing, rehabilitation,
2577 alteration or repair of any public works project funded in whole or in

2578 part by any private bequest that is greater than nine million dollars but
2579 less than twelve million dollars for a municipality in New Haven
2580 County with a population of not less than twelve thousand and not
2581 more than thirteen thousand, as determined by the most recent
2582 population estimate by the Department of Public Health.

2583 (3) On and after July 1, 2019, and prior to January 1, 2020, the
2584 provisions of this subdivision shall not apply where the work to be
2585 performed by any contractor or subcontractor in connection with new
2586 construction, remodeling, refinishing, refurbishing, rehabilitation,
2587 alteration or repair of any public works project funded in whole or in
2588 part by any private bequest that is greater than nine million dollars but
2589 less than twenty-two million dollars for a municipality in New Haven
2590 County with a population of not less than twelve thousand and not
2591 more than thirteen thousand, as determined by the most recent
2592 population estimate by the Department of Public Health.

2593 (i) As used in this section and sections 31-53c and 31-54, "employee
2594 welfare fund" means any trust fund established by one or more
2595 employers and one or more labor organizations or one or more other
2596 third parties not affiliated with the employers to provide from moneys
2597 in the fund, whether through the purchase of insurance or annuity
2598 contracts or otherwise, benefits under an employee welfare plan;
2599 provided such term shall not include any such fund where the trustee,
2600 or all of the trustees, are subject to supervision by the Banking
2601 Commissioner of this state or any other state or the Comptroller of the
2602 Currency of the United States or the Board of Governors of the Federal
2603 Reserve System, and "benefits under an employee welfare plan" means
2604 one or more benefits or services under any plan established or
2605 maintained for persons performing the work of any mechanics, laborers
2606 or workers or their families or dependents, or for both, including, but
2607 not limited to, medical, surgical or hospital care benefits; benefits in the
2608 event of sickness, accident, disability or death; benefits in the event of
2609 unemployment, or retirement benefits.

2610 (j) (1) Each employer subject to the provisions of this section, section

2611 31-53c, subsection (f) of section 31-53d or section 31-54 shall complete a
2612 daily record of each person performing the work of any mechanic,
2613 laborer or worker at a work site. Such daily record shall include (A) the
2614 name and location of the project, (B) the current date, (C) the printed
2615 name or signature and, where applicable, trade license number of each
2616 person performing the work of a mechanic, laborer or worker, and (D)
2617 the arrival and departure time to the work site of each person
2618 performing the work of a mechanic, laborer or worker.

2619 (2) An employer shall (A) keep, maintain and preserve such daily
2620 records, and (B) submit such daily records weekly to the contracting
2621 agency or the Department of Economic and Community Development,
2622 pursuant to section 31-53c, or to the developer of a covered project, as
2623 defined in section 31-53d, as applicable, by mail, electronic mail or other
2624 method accepted by such agency, the Department of Economic and
2625 Community Development or such developer.

2626 (3) Notwithstanding the provisions of section 1-210, the daily records
2627 required pursuant to this subsection shall be considered a public record
2628 and every person shall have the right to inspect and copy such daily log
2629 or sign-in sheet in accordance with the provisions of section 1-212.

2630 (4) Failure to file the daily records required pursuant to this
2631 subsection is a class C misdemeanor for which the employer may be
2632 fined up to five hundred dollars, imprisoned for up to three months, or
2633 both.

2634 Sec. 55. (NEW) (*Effective January 1, 2027*) (a) For the purposes of this
2635 section and section 31-72 of the general statutes, as amended by this act:

2636 (1) "Construction contract" means any contract entered into on or
2637 after January 1, 2027, for construction, renovation or rehabilitation in the
2638 state, including any improvements to real property that are associated
2639 with such construction, renovation or rehabilitation, or any subcontract
2640 for construction, renovation or rehabilitation between an owner and a
2641 contractor, a contractor and a subcontractor or between a subcontractor

2642 and another subcontractor. "Construction contract" does not include (A)
2643 any public works or other contract entered into with any agency or
2644 department in the state, another state or a federal agency or department,
2645 or (B) a home improvement contract for (i) the construction, renovation
2646 or rehabilitation of an owner-occupied residence or the property where
2647 such residence is located, or (ii) the construction, renovation or
2648 rehabilitation of a one-family or two-family dwelling unit or the
2649 property where such dwelling unit is located, except when such contract
2650 is for the construction of more than fifteen one-family or two-family
2651 dwelling units at one project site;

2652 (2) "Contractor" means any individual, firm, partnership,
2653 corporation, association, company, organization or other business
2654 entity, including, but not limited to, a construction manager, general or
2655 prime contractor, joint venture or any combination thereof that has a
2656 direct contractual relationship with an owner;

2657 (3) "Employee" has the same meaning as provided in section 31-71a
2658 of the general statutes;

2659 (4) "Owner" has the same meaning as provided in section 42-158i of
2660 the general statutes;

2661 (5) "Retainage" has the same meaning as provided in section 42-158i
2662 of the general statutes;

2663 (6) "Subcontractor" means any individual, firm, partnership,
2664 corporation, association, company, organization or other business entity
2665 or any combination thereof that (A) does not have a direct contractual
2666 relationship with an owner, and (B) (i) is a party to a construction
2667 contract with a contractor, (ii) is a party to a construction contract with
2668 another subcontractor that has a direct contractual relationship with a
2669 contractor, or (iii) performs any portion of work at any tier within the
2670 scope of a construction contract regardless of whether such
2671 subcontractor has a direct contractual relationship with a contractor;
2672 and

2673 (7) "Wages" has the same meaning as provided in section 31-71a of
2674 the general statutes.

2675 (b) A contractor that enters into a construction contract shall be jointly
2676 and severally liable for any unpaid wages due to an employee of a
2677 subcontractor for such employee's performance of labor included within
2678 the scope of the construction contract.

2679 (c) Nothing in this section shall prohibit a contractor from including
2680 in any construction contract between such contractor and a
2681 subcontractor a provision establishing a remedy for any liability created
2682 by the nonpayment of wages by a subcontractor, including, but not
2683 limited to, a provision providing that such liability can be paid from the
2684 amount withheld for retainage under such contract, provided, for such
2685 contracts entered into or renewed on and after January 1, 2027, such
2686 provision does not diminish the right of an employee to bring an action
2687 under section 31-72 of the general statutes, as amended by this act, and
2688 does not waive or release any liability assigned to a contractor under
2689 this section. No such provision in a contract entered into or renewed on
2690 or after January 1, 2027, to waive or release liability assigned to the
2691 contractor under this section shall be enforceable.

2692 Sec. 56. Section 31-72 of the general statutes is repealed and the
2693 following is substituted in lieu thereof (*Effective January 1, 2027*):

2694 (a) When any employer fails to pay an employee wages in accordance
2695 with the provisions of sections 31-71a to 31-71i, inclusive, or fails to
2696 compensate an employee in accordance with section 31-76k or where an
2697 employee or a labor organization representing an employee institutes
2698 an action to enforce an arbitration award which requires an employer to
2699 make an employee whole or to make payments to an employee welfare
2700 fund, such employee or labor organization shall recover, in a civil action,
2701 (1) twice the full amount of such wages, with costs and such reasonable
2702 attorney's fees as may be allowed by the court, or (2) if the employer
2703 establishes that the employer had a good faith belief that the
2704 underpayment of wages was in compliance with law, the full amount of

2705 such wages or compensation, with costs and such reasonable attorney's
2706 fees as may be allowed by the court. Any agreement between an
2707 employee and his or her employer for payment of wages other than as
2708 specified in said sections shall be no defense to such action. The Labor
2709 Commissioner may collect the full amount of any such unpaid wages,
2710 payments due to an employee welfare fund or such arbitration award,
2711 as well as interest calculated in accordance with the provisions of section
2712 31-265 from the date the wages or payment should have been received,
2713 had payment been made in a timely manner. In addition, the Labor
2714 Commissioner may bring any legal action necessary to recover twice the
2715 full amount of unpaid wages, payments due to an employee welfare
2716 fund or arbitration award, and the employer shall be required to pay the
2717 costs and such reasonable attorney's fees as may be allowed by the court.
2718 The commissioner shall distribute any wages, arbitration awards or
2719 payments due to an employee welfare fund collected pursuant to this
2720 section to the appropriate person.

2721 (b) When a subcontractor fails to pay an employee wages for labor
2722 performed within the scope of a construction contract entered into on or
2723 after January 1, 2027, the employee, or a labor organization representing
2724 the employee, may bring a civil action under this section against either
2725 the subcontractor, the contractor or both the subcontractor and
2726 contractor. Not less than thirty days prior to bringing a civil action
2727 under this section, if a contractor is a party in such action, an employee
2728 shall provide notice of an alleged violation by the subcontractor to such
2729 contractor. Such notice shall describe the general nature of the alleged
2730 violation. No employee shall be required to provide notice pursuant to
2731 this subsection if such employee has previously given notice to a
2732 contractor of either the same violation or a prior violation by the same
2733 subcontractor. Any notice provided to a contractor pursuant to this
2734 subsection shall not limit the liability of the contractor or preclude
2735 subsequent amendments of an action brought under this section to
2736 encompass additional employees employed by the subcontractor. For
2737 purposes of this section, "construction contract", "contractor" and
2738 "subcontractor" have the same meanings as provided in section 55 of this

2739 act.

2740 Sec. 57. (NEW) (*Effective July 1, 2026*) (a) The Board of Trustees of The
2741 University of Connecticut and the Board of Regents for Higher
2742 Education shall jointly (1) not later than October 1, 2026, identify
2743 qualities and best practices of an internship program that would qualify
2744 such internship program as a high quality internship program, which
2745 qualities shall include, but need not be limited to, not fewer than six of
2746 the eight career readiness competencies established by the National
2747 Association of Colleges and Employers, as determined by said boards,
2748 and (2) not later than January 1, 2027, design a syllabus for an
2749 asynchronous online training course for employers using the qualities
2750 and best practices identified pursuant to subdivision (1) of this
2751 subsection that would enable such employers to offer a high quality
2752 internship program.

2753 (b) Each board shall post in a conspicuous location on its Internet web
2754 site (1) the qualities and best practices identified pursuant to subdivision
2755 (1) of subsection (a) of this section, and (2) a link to the Internet web site
2756 by which an employer may register for the training course to offer high
2757 quality internship programs pursuant to section 58 of this act.

2758 Sec. 58. (NEW) (*Effective January 1, 2027*) (a) Not later than July 1, 2027,
2759 the Board of Regents for Higher Education shall develop and offer an
2760 asynchronous online training course for employers to offer high quality
2761 internship programs based on the syllabus designed pursuant to
2762 subdivision (2) of subsection (a) of section 57 of this act. Such course
2763 shall be offered through Charter Oak State College and may be subject
2764 to a course enrollment fee, as prescribed by said college. Said college
2765 shall award a credential, as prescribed by said college, to any employer
2766 for the successful completion of such course.

2767 (b) Not later than July 1, 2028, and annually thereafter, the Board of
2768 Regents for Higher Education shall report, in accordance with the
2769 provisions of section 11-4a of the general statutes, to the joint standing
2770 committee of the General Assembly having cognizance of matters

2771 relating to higher education regarding the number of employers in the
2772 state who received a credential during the prior fiscal year for the
2773 successful completion of the training course offered pursuant to
2774 subsection (a) of this section.

2775 Sec. 59. (*Effective July 1, 2026*) Not later than January 1, 2027, each
2776 institution of higher education in the state shall submit a report, in
2777 accordance with the provisions of section 11-4a of the general statutes,
2778 to the joint standing committee of the General Assembly having
2779 cognizance of matters relating to higher education. Such report shall
2780 include a description of each internship opportunity available to
2781 students enrolled at such institution through such institution's career
2782 services that shall include, but need not be limited to, the type of
2783 employer that offers the internship, the quality measures the institution
2784 utilizes to ensure that each internship provides a valuable experience to
2785 students and any other relevant information.

2786 Sec. 60. (*Effective July 1, 2026*) (a) The Department of Administrative
2787 Services shall conduct a survey of each state agency, except a constituent
2788 unit of the state system of higher education, concerning the internship
2789 programs offered by such state agency. Such survey shall include, but
2790 need not be limited to, whether each internship that is available through
2791 each internship program offered by each state agency (1) is paid, and (2)
2792 meets the qualities and best practices, identified pursuant to subdivision
2793 (1) of subsection (a) of section 57 of this act, of a high quality internship
2794 program.

2795 (b) Not later than February 1, 2027, the Department of Administrative
2796 Services shall submit, in accordance with the provisions of section 11-4a
2797 of the general statutes, to the joint standing committee of the General
2798 Assembly having cognizance of matters relating to higher education
2799 and employment advancement a report on the results of the survey
2800 conducted pursuant to subsection (a) of this section.

2801 Sec. 61. (*Effective October 1, 2026*) (a) The Department of Revenue
2802 Services, in consultation with the Office of Policy Management, shall

2803 study the expansion of the human capital investment tax credit
2804 established pursuant to section 12-217x of the general statutes. Such
2805 study shall include, but need not be limited to, the revenue impact from
2806 (1) the expansion of the tax credit to include compensation paid to
2807 interns by employers in the state who earned a credential from Charter
2808 Oak State College for the successful completion of the training course
2809 on high quality internship programs offered pursuant to the provisions
2810 of section 58 of this act, and (2) the inclusion of an affected business
2811 entity, as defined in section 12-284b of the general statutes, to receive
2812 such tax credit solely for compensation paid to interns, and not any
2813 other expense that qualifies as a human capital investment, as defined
2814 in section 12-217x of the general statutes, if such affected business entity
2815 receives such credential from Charter Oak State College.

2816 (b) Not later than January 1, 2028, the Department of Revenue
2817 Services shall submit, in accordance with the provisions of section 11-4a
2818 of the general statutes, to the joint standing committee of the General
2819 Assembly having cognizance of matters relating to higher education
2820 and employment advancement a report on the results of the study
2821 conducted pursuant to the provisions of subsection (a) of this section.

2822 Sec. 62. Section 12-81x of the general statutes is repealed and the
2823 following is substituted in lieu thereof (*Effective October 1, 2026*):

2824 The legislative body of any municipality may establish, by ordinance,
2825 a program to abate all or a portion of the property taxes due with respect
2826 to real property owned and occupied as the principal residence of the
2827 surviving spouse or domestic partner of a police officer, firefighter or
2828 emergency medical technician who dies while in the performance of
2829 such officer's, firefighter's or technician's duties. As used in this section,
2830 "domestic partner" means an individual with whom a police officer,
2831 firefighter or emergency medical technician maintained a domestic
2832 partnership until such police officer, firefighter or emergency medical
2833 technician's death, and "domestic partnership" means a partnership
2834 between two individuals that (1) are eighteen years of age or older, (2)
2835 are in a committed, intimate relationship with each other, (3) are not

2836 married to anyone, (4) would not be prohibited from marrying each
2837 other under the laws of the state, (5) reside together in a principal
2838 residence, and (6) are each other's sole domestic partner. Any
2839 municipality that establishes such a program may require a domestic
2840 partner claiming such abatement to attest to the criteria described in
2841 subdivisions (1) to (6), inclusive, of this section.

2842 Sec. 63. (*Effective from passage*) (a) There is established a working
2843 group to review and make recommendations for legislation regarding
2844 tax incentives and credits for volunteer firefighters in the state.

2845 (b) The working group shall consist of the following members:

2846 (1) One appointed by the speaker of the House of Representatives,
2847 who is a representative of an organization representing firefighters in
2848 the state;

2849 (2) One appointed by the president pro tempore of the Senate;

2850 (3) One appointed by the majority leader of the House of
2851 Representatives;

2852 (4) One appointed by the majority leader of the Senate;

2853 (5) One appointed by the minority leader of the House of
2854 Representatives;

2855 (6) One appointed by the minority leader of the Senate;

2856 (7) The State Fire Administrator, or the administrator's designee; and

2857 (8) The Commissioner of Revenue Services, or the commissioner's
2858 designee.

2859 (c) Any member of the working group appointed under subdivision
2860 (1), (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
2861 of the General Assembly.

2862 (d) All initial appointments to the working group shall be made not
2863 later than thirty days after the effective date of this section. Any vacancy
2864 shall be filled by the appointing authority.

2865 (e) The members appointed by the speaker of the House of
2866 Representatives and president pro tempore of the Senate shall serve as
2867 the chairpersons of the working group. Such chairpersons shall
2868 schedule the first meeting of the task force, which shall be held not later
2869 than sixty days after the effective date of this section.

2870 (f) The administrative staff of the joint standing committee of the
2871 General Assembly having cognizance of matters relating to finance,
2872 revenue and bonding shall serve as administrative staff of the working
2873 group.

2874 (g) Not later than January 1, 2027, the task force shall submit a report
2875 on its findings and recommendations to the joint standing committee of
2876 the General Assembly having cognizance of matters relating to finance,
2877 revenue and bonding, in accordance with the provisions of section 11-
2878 4a of the general statutes. The task force shall terminate on the date that
2879 it submits such report or January 1, 2027, whichever is later.

2880 Sec. 64. (NEW) (*Effective from passage*) (a) Notwithstanding any
2881 provision of title 26 of the general statutes: (1) Any food service
2882 establishment that is regulated pursuant to the Public Health Code may
2883 sell to consumers any lobster greater than the Atlantic States Marine
2884 Fisheries Commission's American Lobster Fishery Management Plan
2885 Lobster Management Area 6 maximum legal length, as well as any
2886 lobster that is less than the Atlantic States Marine Fisheries
2887 Commission's American Lobster Fishery Management Plan Lobster
2888 Management Area 6 minimum legal length, as defined in regulations
2889 adopted pursuant to section 26-157c of the general statutes, provided:
2890 (1) Such lobster is not taken from such Lobster Management Area 6
2891 waters or landed in this state, regardless of where such lobsters were
2892 taken, (2) such lobster is not greater than the maximum legal length or
2893 less than the minimum legal length in effect for the applicable waters of

2894 the Atlantic States Marine Fisheries Commission's American Lobster
2895 Fishery Management Plan Lobster Management Area, or the nation of
2896 origin, as applicable, and (3) such food service establishment in
2897 possession of such lobsters possesses a manifest, bill of landing, invoice,
2898 purchase order or other written documentation that identifies the state,
2899 lobster management area or nation of origin, as applicable, where such
2900 lobster was received, and the number of such lobsters received. Such
2901 documentation shall be retained by the food service establishment for a
2902 period of six months from the date such lobsters were received by such
2903 food service establishment and shall be made available to any law
2904 enforcement officer upon request.

2905 (b) Notwithstanding the provisions of section 26-157j of the general
2906 statutes, any person licensed as a seafood dealer, pursuant to section 26-
2907 142a of the general statutes, may sell to a food service establishment that
2908 is regulated pursuant to the Public Health Code any such lobster, as
2909 described in subsection (a) of this section, provided such lobster
2910 complies with the provisions of subdivisions (1) and (2) of said
2911 subsection. Such seafood dealer shall provide to the purchasing food
2912 service establishment, at the time of sale, the documentation described
2913 in subdivision (3) of subsection (a) of this section.

2914 Sec. 65. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

2915 (1) "First responder" means a police officer certified by the Police
2916 Officer Standards and Training Council, volunteer or paid fire service
2917 personnel certified by the Commission on Fire Prevention and Control
2918 or emergency medical service personnel licensed or certified by the
2919 Department of Public Health; and

2920 (2) "Employer" for a police officer means the administrative head of a
2921 law enforcement unit, as defined in section 7-291e of the general
2922 statutes, for fire service personnel means the chief of a volunteer or paid
2923 fire department and for emergency medical service personnel means the
2924 chief administrator of a volunteer or municipal emergency medical
2925 service organization, as defined in section 19a-175 of the general

2926 statutes.

2927 (b) Each first responder seeking to receive a tuition waiver pursuant
2928 to section 10a-77 of the general statutes, as amended by this act, or 10a-
2929 99 of the general statutes, as amended by this act, or mortgage assistance
2930 pursuant to section 72 of this act shall request a compliance certification
2931 from such first responder's employer, on a form developed by the
2932 Comptroller pursuant to subsection (c) of this section, to certify that
2933 such first responder meets the eligibility requirements, established
2934 pursuant to section 7-294d of the general statutes, as amended by this
2935 act, 7-323l of the general statutes, as amended by this act, or 19a-177 of
2936 the general statutes, as amended by this act, for such benefit. Such first
2937 responder shall submit such compliance certification with such first
2938 responder's application for a tuition waiver to the Connecticut State
2939 Community College or the Connecticut State University System or
2940 application for mortgage assistance to the Connecticut Housing Finance
2941 Authority, as applicable.

2942 (c) Not later than September 1, 2026, the Comptroller shall develop a
2943 compliance certification form for an employer of a first responder to
2944 certify that such first responder meets the eligibility requirements,
2945 established pursuant to sections 7-294d of the general statutes, as
2946 amended by this act, 7-323l of the general statutes, as amended by this
2947 act, and 19a-177 of the general statutes, as amended by this act, to
2948 qualify for a tuition waiver or mortgage assistance program. The
2949 Comptroller shall post such compliance certification form in a
2950 conspicuous location on the Comptroller's Internet web site and
2951 maintain each compliance certification submitted to the Comptroller for
2952 the duration that such first responder receives such tuition waiver or
2953 mortgage assistance. The Comptroller may share a copy of a compliance
2954 certification, if requested by the first responder who is the subject of
2955 such compliance certification, with such first responder, the Connecticut
2956 State Community College, the Connecticut State University System, the
2957 Connecticut Housing Finance Authority or the Department of Revenue
2958 Services, as requested by such first responder.

2959 (d) Upon the request of a first responder who is a volunteer or
2960 employee, each employer shall complete a compliance certification form
2961 if such first responder meets the eligibility requirements established
2962 pursuant to section 7-294d of the general statutes, as amended by this
2963 act, 7-323l of the general statutes, as amended by this act, or 19a-177 of
2964 the general statutes, as amended by this act, for a tuition waiver or
2965 mortgage assistance program, as applicable. Such compliance
2966 certification shall be sent to the first responder and a copy submitted to
2967 the Comptroller in the manner prescribed by the Comptroller.

2968 Sec. 66. Subsection (a) of section 7-294d of the general statutes is
2969 repealed and the following is substituted in lieu thereof (*Effective October*
2970 *1, 2026*):

2971 (a) The Police Officer Standards and Training Council shall have the
2972 following powers:

2973 (1) To develop and periodically update and revise comprehensive
2974 state and municipal police training plans;

2975 (2) To approve, or revoke the approval of, any state or municipal
2976 police training school and to issue certification to such schools and to
2977 revoke such certification;

2978 (3) To set the minimum courses of study and attendance required and
2979 the equipment and facilities to be required of approved state and
2980 municipal police training schools;

2981 (4) To set the minimum qualifications for law enforcement instructors
2982 and to issue appropriate certification to such instructors in the field of
2983 expertise that such instructors will be teaching;

2984 (5) To require that all probationary candidates receive the hours of
2985 basic training deemed necessary before being eligible for certification,
2986 such basic training to be completed within one year following the
2987 appointment as a probationary candidate, unless the candidate is
2988 granted additional time to complete such basic training by the council;

2989 (6) To require the registration of probationary candidates with the
2990 academy within ten days of hiring for the purpose of scheduling
2991 training;

2992 (7) To issue appropriate certification to police officers who have
2993 satisfactorily completed minimum basic training programs;

2994 (8) To require that each police officer satisfactorily complete at least
2995 forty hours of certified review training every three years in order to
2996 maintain certification, unless the officer is granted additional time not
2997 to exceed one year to complete such training by the council;

2998 (9) To develop an interactive electronic computer platform capable of
2999 administering training courses and to authorize police officers to
3000 complete certified review training at a local police department facility
3001 by means of such platform;

3002 (10) To renew the certification of those police officers who have
3003 satisfactorily completed review training programs and submitted to a
3004 urinalysis drug test that screens for controlled substances, including,
3005 but not limited to, anabolic steroids, the result of which indicated no
3006 presence of any controlled substance not prescribed for the officer;

3007 (11) To establish, in consultation with the Commissioner of
3008 Emergency Services and Public Protection, uniform minimum
3009 educational and training standards for employment as a police officer
3010 in full-time positions, temporary or probationary positions and part-
3011 time or voluntary positions;

3012 (12) To develop, in consultation with the Commissioner of
3013 Emergency Services and Public Protection, a schedule to visit and
3014 inspect police basic training schools and to inspect each school at least
3015 once each year;

3016 (13) To consult with and cooperate with universities, colleges and
3017 institutes for the development of specialized courses of study for police
3018 officers in police science and police administration;

3019 (14) To work with the Commissioner of Emergency Services and
3020 Public Protection and with departments and agencies of this state and
3021 other states and the federal government concerned with police training;

3022 (15) To make recommendations to the Commissioner of Emergency
3023 Services and Public Protection concerning a training academy
3024 administrator, who shall be appointed by the commissioner, and
3025 concerning the hiring of staff, within available appropriations, that may
3026 be necessary in the performance of its functions;

3027 (16) To perform any other acts that may be necessary and appropriate
3028 to carry out the functions of the council as set forth in sections 7-294a to
3029 7-294e, inclusive;

3030 (17) To accept, with the approval of the Commissioner of Emergency
3031 Services and Public Protection, contributions, grants, gifts, donations,
3032 services or other financial assistance from any governmental unit, public
3033 agency or the private sector;

3034 (18) To conduct any inspection and evaluation that may be necessary
3035 to determine if a law enforcement unit is complying with the provisions
3036 of this section;

3037 (19) At the request and expense of any law enforcement unit, to
3038 conduct general or specific management surveys;

3039 (20) To develop objective and uniform criteria for recommending any
3040 waiver of regulations or granting a waiver of procedures established by
3041 the council;

3042 (21) To recruit, select and appoint candidates to the position of
3043 municipal probationary candidate and provide recruit training for
3044 candidates of the Connecticut Police Corps program in accordance with
3045 the Police Corps Act, 42 USC 14091 et seq., as amended from time to
3046 time;

3047 (22) (A) To develop, adopt and revise, as necessary, comprehensive

3048 accreditation standards, and designation of such standards as state-
3049 accreditation tiers one, two and three, for the administration and
3050 management of law enforcement units, to grant accreditation to those
3051 law enforcement units that demonstrate their compliance with such
3052 standards and, at the request and expense of any law enforcement unit,
3053 to conduct such surveys as may be necessary to determine such unit's
3054 compliance with such standards; and (B) on and after January 1, 2023 to
3055 work with any law enforcement unit that has failed to obtain or
3056 maintain its certification of compliance with the appropriate tier or tiers
3057 or a higher level of accreditation standards developed by the council or
3058 the Commission on Accreditation for Law Enforcement Agencies, Inc.,
3059 pursuant to section 7-294ee;

3060 (23) To recommend to the commissioner the appointment of any
3061 council training instructor, or such other person as determined by the
3062 council, to act as a special police officer throughout the state as such
3063 instructor or other person's official duties may require, provided any
3064 such instructor or other person so appointed shall be a certified police
3065 officer. Each such special police officer shall be sworn and may arrest
3066 and present before a competent authority any person for any offense
3067 committed within the officer's precinct; [and]

3068 (24) To develop and implement written policies, on or before January
3069 1, 2021, in consultation with the Commissioner of Emergency Services
3070 and Public Protection concerning the requirements that all police
3071 officers undergo periodic behavioral health assessments as set forth in
3072 section 7-291e. Such written policies shall, at a minimum, address (A)
3073 the confidentiality of such assessments, including, but not limited to,
3074 compliance with all provisions of the Health Insurance Portability and
3075 Accountability Act of 1996, P.L. 104-191, as amended from time to time,
3076 (B) the good faith reasons that the administrative head of a law
3077 enforcement unit, as defined in section 7-291e, may rely upon when
3078 requesting that a police officer undergo an additional assessment, (C)
3079 the availability of behavioral health treatment services that will be
3080 afforded to any police officer required to undergo a behavioral health

3081 assessment pursuant to section 7-291e, (D) the ability of a police officer
3082 to review and contest the results of any such assessment, (E) permissible
3083 personnel actions, if any, that may be taken by a law enforcement unit
3084 based on the results of such assessments while taking into consideration
3085 the due process rights of a police officer, (F) the process for selecting
3086 psychiatrists and psychologists to conduct such assessments, and (G)
3087 financial considerations that may be incurred by law enforcement units
3088 or police officers that are attributable to conducting such assessments;

3089 (25) To establish eligibility requirements, on or before January 1, 2027,
3090 for police officers to receive a tuition waiver from the Connecticut State
3091 Community College pursuant to section 10a-77, as amended by this act,
3092 or the Connecticut State University System pursuant to section 10a-99,
3093 as amended by this act. Such eligibility requirements shall include, but
3094 need not be limited to, (A) certification as a police officer by the council,
3095 and (B) current employment with a law enforcement unit in the state for
3096 at least two years, but not more than five years, as specified by the
3097 council; and

3098 (26) To establish eligibility requirements, on or before January 1, 2027,
3099 for police officers to receive mortgage assistance through a mortgage
3100 assistance program developed by the Connecticut Housing Finance
3101 Authority pursuant to section 72 of this act. Such eligibility
3102 requirements shall include, but need not be limited to, (A) certification
3103 as a police officer by the council, and (B) current employment with a law
3104 enforcement unit in the state for at least two years, but not more than
3105 five years, as specified by the council.

3106 Sec. 67. Subsection (a) of section 7-323l of the 2026 supplement to the
3107 general statutes is repealed and the following is substituted in lieu
3108 thereof (*Effective October 1, 2026*):

3109 (a) The [commission] Commission of Fire Prevention and Control
3110 shall:

3111 (1) Recommend minimum standards of education and physical

3112 condition for candidates for any firefighter position;

3113 (2) Establish standards for fire service training and education
3114 programs, and develop and conduct an examination program to certify
3115 those fire service personnel who satisfactorily demonstrate their ability
3116 to meet the requirements of the fire service training and education
3117 program standards;

3118 (3) Establish an optional fire service training and education program
3119 that provides information relative to the blue envelopes designed
3120 pursuant to section 14-11j and yellow envelopes designed pursuant to
3121 section 14-11l and techniques for the handling of incidents, such as
3122 wandering, that involve juveniles and adults with autism spectrum
3123 disorder, cognitive impairment or nonverbal learning disorder,
3124 provided the curriculum for such techniques is made available at no cost
3125 from (A) institutions of higher education, health care professionals or
3126 advocacy organizations that are concerned with juveniles and adults
3127 with autism spectrum disorder, cognitive impairment or nonverbal
3128 learning disorder, or (B) collaborations of such institutions,
3129 professionals or organizations;

3130 (4) Conduct fire fighting training and education programs designed
3131 to assist firefighters in developing and maintaining their skills and
3132 keeping abreast of technological advances in fire suppression, fire
3133 protection, fire prevention and related fields;

3134 (5) Recommend standards for promotion to the various ranks of fire
3135 departments;

3136 (6) Be authorized, with the approval of the Commissioner of
3137 Emergency Services and Public Protection, to apply for, receive and
3138 distribute any state, federal or private funds or contributions available
3139 for training and education of fire fighting personnel;

3140 (7) Recommend that the Commissioner of Emergency Services and
3141 Public Protection approve or reject the establishment of, or, when
3142 appropriate, suspend or revoke the approval of, regional fire schools in

3143 accordance with section 7-323u;

3144 (8) Advise the Division of Fire Services Administration within the
3145 Department of Emergency Services and Public Protection on the
3146 management of the Statewide Fire Service Disaster Response Plan;

3147 (9) Implement the recommendations of the study of the fire service
3148 authorized pursuant to subdivision (36) of subsection (b) of section 41
3149 of public act 23-204; [and]

3150 (10) Submit to the Governor, the joint standing committee of the
3151 General Assembly having cognizance of matters relating to public safety
3152 and security, in accordance with the provisions of section 11-4a, and the
3153 Commissioner of Emergency Services and Public Protection an annual
3154 report (A) relating to the activities, recommendations and
3155 accomplishments of the commission, and (B) making recommendations
3156 on the funding necessary for the operation of, the maintenance of and
3157 capital improvements to the state fire school and regional fire schools;

3158 (11) Establish eligibility requirements, on or before January 1, 2027,
3159 for firefighters, as defined in section 7-323j, including, but not limited to,
3160 firefighters serving a fire department operated by a federally recognized
3161 Indian tribe in the state, to receive a tuition waiver from the Connecticut
3162 State Community College pursuant to section 10a-77, as amended by
3163 this act, or the Connecticut State University System pursuant to section
3164 10a-99, as amended by this act. Such eligibility requirements shall
3165 include, but need not be limited to, (A) certification as fire service
3166 personnel by the commission, and (B) current employment with a fire
3167 department in the state for at least two years, but not more than five
3168 years, as specified by the commission; and

3169 (12) Establish eligibility requirements, on or before January 1, 2027,
3170 for firefighters, as defined in section 7-323j, to receive mortgage
3171 assistance through a mortgage assistance program developed by the
3172 Connecticut Housing Finance Authority pursuant to section 72 of this
3173 act. Such eligibility requirements shall include, but need not be limited

3174 to, (A) certification as fire service personnel by the commission, and (B)
3175 current employment with a fire department in the state for at least two
3176 years, but not more than five years, as specified by the commission.

3177 Sec. 68. Section 19a-177 of the general statutes is repealed and the
3178 following is substituted in lieu thereof (*Effective October 1, 2026*):

3179 The [commissioner] Commissioner of Public Health shall:

3180 (1) With the advice of the Office of Emergency Medical Services
3181 established pursuant to section 19a-178 and of an advisory committee
3182 on emergency medical services and with the benefit of meetings held
3183 pursuant to subsection (b) of section 19a-184, adopt every five years a
3184 state-wide plan for the coordinated delivery of emergency medical
3185 services;

3186 (2) License or certify the following: (A) Ambulance operations,
3187 emergency medical services personnel and communications personnel;
3188 (B) emergency room facilities and communications facilities; and (C)
3189 transportation equipment, including land, sea and air vehicles used for
3190 transportation of patients to emergency facilities and periodically
3191 inspect life saving equipment, emergency facilities and emergency
3192 transportation vehicles to ensure state standards are maintained;

3193 (3) Annually inventory emergency medical services resources within
3194 the state, including facilities, equipment, and personnel, for the
3195 purposes of determining the need for additional services and the
3196 effectiveness of existing services;

3197 (4) Review and evaluate all area-wide plans developed by the
3198 emergency medical services councils pursuant to section 19a-182 in
3199 order to insure conformity with standards issued by the commissioner;

3200 (5) Not later than thirty days after their receipt, review all grant and
3201 contract applications for federal or state funds concerning emergency
3202 medical services or related activities for conformity to policy guidelines
3203 and forward such application to the appropriate agency, when required;

3204 (6) Establish such minimum standards and adopt such regulations in
3205 accordance with the provisions of chapter 54, as may be necessary to
3206 develop the following components of an emergency medical service
3207 system: (A) Communications, which shall include, but not be limited to,
3208 equipment, radio frequencies and operational procedures; (B)
3209 transportation services, which shall include, but not be limited to,
3210 vehicle type, design, condition and maintenance, and operational
3211 procedures; (C) training, which shall include, but not be limited to,
3212 emergency medical services personnel, communications personnel,
3213 paraprofessionals associated with emergency medical services,
3214 firefighters and state and local police; (D) emergency medical service
3215 facilities, which shall include, but not be limited to, categorization of
3216 emergency departments as to their treatment capabilities and ancillary
3217 services; and (E) mobile integrated health care programs, which shall
3218 include, but not be limited to, the standards to ensure the health, safety
3219 and welfare of the patients being served by such programs and data
3220 collection and reporting requirements to ensure and measure quality
3221 outcomes of such programs;

3222 (7) Coordinate training of all emergency medical services personnel;

3223 (8) (A) Develop an emergency medical services data collection
3224 system. Each emergency medical service organization licensed or
3225 certified pursuant to this chapter shall submit data to the commissioner,
3226 on a quarterly basis, from each licensed ambulance service, certified
3227 ambulance service or paramedic intercept service that provides
3228 emergency medical services. Such submitted data shall include, but not
3229 be limited to: (i) The total number of and reasons for calls for emergency
3230 medical services received by such licensed ambulance service, certified
3231 ambulance service or paramedic intercept service through the 9-1-1
3232 system during the reporting period; (ii) each level of emergency medical
3233 services, as defined in regulations adopted pursuant to section 19a-179,
3234 required for each such call; (iii) the response time for each licensed
3235 ambulance service, certified ambulance service or paramedic intercept
3236 service during the reporting period; (iv) the number of passed calls,

3237 cancelled calls and mutual aid calls, both made and received, during the
3238 reporting period; and (v) for the reporting period, the prehospital data
3239 for the nonscheduled transport of patients required by regulations
3240 adopted pursuant to subdivision (6) of this section. The data required
3241 under this subdivision may be submitted in any electronic form selected
3242 by such licensed ambulance service, certified ambulance service or
3243 paramedic intercept service and approved by the commissioner,
3244 provided the commissioner shall take into consideration the needs of
3245 such licensed ambulance service, certified ambulance service or
3246 paramedic intercept service in approving such electronic form. The
3247 commissioner may conduct an audit of any such licensed ambulance
3248 service, certified ambulance service or paramedic intercept service as
3249 the commissioner deems necessary in order to verify the accuracy of
3250 such reported data.

3251 (B) On or before June 1, 2023, and annually thereafter, the
3252 commissioner shall prepare a report to the Emergency Medical Services
3253 Advisory Board, established pursuant to section 19a-178a, that shall
3254 include, but not be limited to, the following data: (i) The total number
3255 of calls for emergency medical services received during the reporting
3256 year by each licensed ambulance service, certified ambulance service or
3257 paramedic intercept service; (ii) the level of emergency medical services
3258 required for each such call; (iii) the name of the emergency medical
3259 service organization that provided each such level of emergency
3260 medical services furnished during the reporting year; (iv) the response
3261 time, by time ranges or fractile response times, for each licensed
3262 ambulance service, certified ambulance service or paramedic intercept
3263 service, using a common definition of response time, as provided in
3264 regulations adopted pursuant to section 19a-179; (v) the number of
3265 passed calls, cancelled calls and mutual aid calls during the reporting
3266 year; and (vi) any shortage of emergency medical services personnel in
3267 the state. The commissioner shall prepare such report in a format that
3268 categorizes such data for each municipality in which the emergency
3269 medical services were provided, with each such municipality grouped
3270 according to urban, suburban and rural classifications.

3271 (C) If any licensed ambulance service, certified ambulance service or
3272 paramedic intercept service does not submit the data required under
3273 subparagraph (A) of this subdivision for a period of six consecutive
3274 months, or if the commissioner believes that such licensed ambulance
3275 service, certified ambulance service or paramedic intercept service
3276 knowingly or intentionally submitted incomplete or false data, the
3277 commissioner shall issue a written order directing such licensed
3278 ambulance service, certified ambulance service or paramedic intercept
3279 service to comply with the provisions of subparagraph (A) of this
3280 subdivision and submit all missing data or such corrected data as the
3281 commissioner may require. If such licensed ambulance service, certified
3282 ambulance service or paramedic intercept service fails to fully comply
3283 with such order not later than three months from the date such order is
3284 issued, the commissioner (i) shall conduct a hearing, in accordance with
3285 chapter 54, at which such licensed ambulance service, certified
3286 ambulance service or paramedic intercept service shall be required to
3287 show cause why the primary service area assignment of such licensed
3288 ambulance service, certified ambulance service or paramedic intercept
3289 service should not be revoked, and (ii) may take such disciplinary action
3290 under section 19a-17 as the commissioner deems appropriate.

3291 (D) The commissioner shall collect the data required by
3292 subparagraph (A) of this subdivision, in the manner provided in said
3293 subparagraph, from each emergency medical service organization
3294 licensed or certified pursuant to this chapter. Any such emergency
3295 medical service organization that fails to comply with the provisions of
3296 this section shall be liable for a civil penalty not to exceed one hundred
3297 dollars per day for each failure to report the required data regarding
3298 emergency medical services provided to a patient, as determined by the
3299 commissioner. The civil penalties set forth in this subparagraph shall be
3300 assessed only after the department provides a written notice of
3301 deficiency and the organization is afforded the opportunity to respond
3302 to such notice. An organization shall have not more than fifteen business
3303 days after the date of receiving such notice to provide a written response
3304 to the department. The commissioner may adopt regulations, in

3305 accordance with chapter 54, concerning the development,
3306 implementation, monitoring and collection of emergency medical
3307 service system data. All state agencies licensed or certified as emergency
3308 medical service organizations shall be exempt from the civil penalties
3309 set forth in this subparagraph.

3310 (E) The commissioner shall, with the recommendation of the
3311 Connecticut Emergency Medical Services Advisory Board established
3312 pursuant to section 19a-178a, adopt for use in trauma data collection the
3313 most recent version of the National Trauma Data Bank's National
3314 Trauma Data Standards and Data Dictionary and nationally recognized
3315 guidelines for field triage of injured patients.

3316 (F) On or before June 1, 2024, and annually thereafter, the
3317 commissioner shall submit the report described in subparagraph (B) of
3318 this subdivision, in accordance with the provisions of section 11-4a, to
3319 the joint standing committee of the General Assembly having
3320 cognizance of matters relating to public health;

3321 (9) (A) Establish rates for the conveyance and treatment of patients
3322 by licensed ambulance services and invalid coaches and establish
3323 emergency service rates for certified ambulance services and paramedic
3324 intercept services, provided (i) the present rates established for such
3325 services and vehicles shall remain in effect until such time as the
3326 commissioner establishes a new rate schedule as provided in this
3327 subdivision, and (ii) any rate increase not in excess of the Medical Care
3328 Services Consumer Price Index, as published by the Bureau of Labor
3329 Statistics of the United States Department of Labor, for the prior year,
3330 filed in accordance with subparagraph (B)(iii) of this subdivision shall
3331 be deemed approved by the commissioner. For purposes of this
3332 subdivision, licensed ambulance services and paramedic intercept
3333 services shall not include emergency air transport services or mobile
3334 integrated health care programs.

3335 (B) Adopt regulations, in accordance with the provisions of chapter
3336 54, establishing methods for setting rates and conditions for charging

3337 such rates. Such regulations shall include, but not be limited to,
3338 provisions requiring that on and after July 1, 2000: (i) Requests for rate
3339 increases may be filed no more frequently than once a year, except that,
3340 in any case where an agency's schedule of maximum allowable rates
3341 falls below that of the Medicare allowable rates for that agency, the
3342 commissioner shall immediately amend such schedule so that the rates
3343 are at or above the Medicare allowable rates; (ii) only licensed
3344 ambulance services, certified ambulance services and paramedic
3345 intercept services that apply for a rate increase in excess of the Medical
3346 Care Services Consumer Price Index, as published by the Bureau of
3347 Labor Statistics of the United States Department of Labor, for the prior
3348 year, and do not accept the maximum allowable rates contained in any
3349 voluntary state-wide rate schedule established by the commissioner for
3350 the rate application year shall be required to file detailed financial
3351 information with the commissioner, provided any hearing that the
3352 commissioner may hold concerning such application shall be conducted
3353 as a contested case in accordance with chapter 54; (iii) licensed
3354 ambulance services, certified ambulance services and paramedic
3355 intercept services that do not apply for a rate increase in any year in
3356 excess of the Medical Care Services Consumer Price Index, as published
3357 by the Bureau of Labor Statistics of the United States Department of
3358 Labor, for the prior year, or that accept the maximum allowable rates
3359 contained in any voluntary state-wide rate schedule established by the
3360 commissioner for the rate application year shall, not later than the last
3361 business day in August of such year, file with the commissioner a
3362 statement of emergency and nonemergency call volume, and, in the case
3363 of a licensed ambulance service, certified ambulance service or
3364 paramedic intercept service that is not applying for a rate increase, a
3365 written declaration by such licensed ambulance service, certified
3366 ambulance service or paramedic intercept service that no change in its
3367 currently approved maximum allowable rates will occur for the rate
3368 application year; and (iv) detailed financial and operational information
3369 filed by licensed ambulance services, certified ambulance services and
3370 paramedic intercept services to support a request for a rate increase in
3371 excess of the Medical Care Services Consumer Price Index, as published

3372 by the Bureau of Labor Statistics of the United States Department of
3373 Labor, for the prior year, shall cover the time period pertaining to the
3374 most recently completed fiscal year and the rate application year of the
3375 licensed ambulance service, certified ambulance service or paramedic
3376 intercept service.

3377 (C) Establish rates for licensed ambulance services, certified
3378 ambulance services or paramedic intercept services for the following
3379 services and conditions: (i) "Advanced life support assessment" and
3380 "specialty care transports", which terms have the meanings provided in
3381 42 CFR 414.605; and (ii) mileage, which may include mileage for an
3382 ambulance transport when the point of origin and final destination for
3383 a transport is within the boundaries of the same municipality. The rates
3384 established by the commissioner for each such service or condition shall
3385 be equal to (I) the ambulance service's base rate plus its established
3386 advanced life support/paramedic surcharge when advanced life
3387 support assessment services are performed; (II) two hundred twenty-
3388 five per cent of the ambulance service's established base rate for
3389 specialty care transports; and (III) "loaded mileage", as the term is
3390 defined in 42 CFR 414.605, multiplied by the ambulance service's
3391 established rate for mileage. Such rates shall remain in effect until such
3392 time as the commissioner establishes a new rate schedule as provided
3393 in this subdivision.

3394 (D) Establish rates for the treatment and release of patients by a
3395 licensed or certified emergency medical services organization or a
3396 provider who does not transport such patients to an emergency
3397 department and who is operating within the scope of such
3398 organization's or provider's practice and following protocols approved
3399 by the sponsor hospital. The rates established pursuant to this
3400 subparagraph shall not apply to the treatment provided to patients
3401 through mobile integrated health care programs;

3402 (10) Establish primary service areas and assign in writing a primary
3403 service area responder for each primary service area. Each state-owned
3404 campus having an acute care hospital on the premises shall be

3405 designated as the primary service area responder for that campus;

3406 (11) Revoke primary service area assignments upon determination by
3407 the commissioner that it is in the best interests of patient care to do so;
3408 [and]

3409 (12) Annually issue a list of minimum equipment requirements for
3410 authorized emergency medical services vehicles based upon current
3411 national standards. The commissioner shall distribute such list to all
3412 emergency medical service organizations and sponsor hospital medical
3413 directors and make such list available to other interested stakeholders.
3414 Emergency medical service organizations shall have one year from the
3415 date of issuance of such list to comply with the minimum equipment
3416 requirements; and

3417 (13) (A) Establish eligibility requirements, on or before January 1,
3418 2027, in consultation with the Commission on Fire Prevention and
3419 Control, for emergency medical service personnel to receive a tuition
3420 waiver from the Connecticut State Community College pursuant to
3421 section 10a-77, as amended by this act, or the Connecticut State
3422 University System pursuant to section 10a-99, as amended by this act.
3423 Such eligibility requirements shall include, but need not be limited to,
3424 (i) license or certification as emergency medical service personnel by the
3425 commissioner, and (ii) current employment with a municipal or
3426 volunteer emergency medical service organization in the state for at
3427 least two years, but not more than five years, as specified by the
3428 commissioner;

3429 (B) Establish eligibility requirements, on or before January 1, 2027, for
3430 emergency medical service personnel to receive mortgage assistance
3431 through a mortgage assistance program developed by the Connecticut
3432 Housing Finance Authority pursuant to section 72 of this act. Such
3433 eligibility requirements shall include, but need not be limited to, (i)
3434 license or certification as emergency medical service personnel by the
3435 commissioner, and (ii) current employment with a municipal or
3436 volunteer emergency medical service organization in the state for at

3437 least two years, but not more than five years, as specified by the
3438 commissioner.

3439 Sec. 69. Subsection (d) of section 10a-77 of the 2026 supplement to the
3440 general statutes is repealed and the following is substituted in lieu
3441 thereof (*Effective July 1, 2027*):

3442 (d) The Board of Regents for Higher Education shall waive the
3443 payment of tuition at the Connecticut State Community College (1) for
3444 any dependent child of a person whom the armed forces of the United
3445 States has declared to be missing in action or to have been a prisoner of
3446 war while serving in such armed forces after January 1, 1960, which
3447 child has been accepted for admission to said college and is a resident
3448 of the state at the time such child is accepted for admission to said
3449 college, (2) subject to the provisions of subsection (e) of this section, for
3450 any veteran, as defined in section 27-103, who performed service in time
3451 of war, as defined in section 27-103, except that for purposes of this
3452 subsection, "service in time of war" shall not include time spent in
3453 attendance at a military service academy, which veteran has been
3454 accepted for admission to said college and is domiciled in this state at
3455 the time such veteran is accepted for admission to said college. Said
3456 board shall also waive for any such veteran the payment of any
3457 extension fees under section 10a-26 for educational extension programs,
3458 (3) for any resident of the state (A) sixty-two years of age or older, or (B)
3459 who is a resident of a nursing home, as defined in section 19a-490, and
3460 has maintained residency at such nursing home for not less than thirty
3461 days, provided, at the end of the regular registration period, there are
3462 enrolled in the course a sufficient number of students other than those
3463 residents eligible for waivers pursuant to this subdivision to offer the
3464 course in which such resident intends to enroll and there is space
3465 available in such course after accommodating all such students, (4) for
3466 any student attending the Connecticut State Police Academy who is
3467 enrolled in a law enforcement program at said academy offered in
3468 coordination with the Connecticut State Community College which
3469 accredits courses taken in such program, (5) for any active member of

3470 the Connecticut Army or Air National Guard who (A) has been certified
3471 by the Adjutant General or such Adjutant General's designee as a
3472 member in good standing of the guard, and (B) is enrolled or accepted
3473 for admission to said college on a full-time or part-time basis in an
3474 undergraduate degree-granting program. Said board shall also waive
3475 for any such member the payment of any mandatory fees relating to
3476 such member's enrollment in said college, including, but not limited to,
3477 any extension fees under section 10a-26 for educational extension
3478 programs, (6) for any dependent child of a (A) police officer, as defined
3479 in section 7-294a, or supernumerary or auxiliary police officer, (B)
3480 firefighter, as defined in section 7-323j, or member of a volunteer fire
3481 company, (C) municipal employee, or (D) state employee, as defined in
3482 section 5-154, killed in the line of duty, (7) for any resident of the state
3483 who is a dependent child or surviving spouse of a specified terrorist
3484 victim who was a resident of this state, (8) for any dependent child of a
3485 resident of the state who was killed in a multivehicle crash at or near the
3486 intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005,
3487 [and] (9) for any resident of the state who is a dependent child or
3488 surviving spouse of a person who was killed in action while performing
3489 active military duty with the armed forces of the United States on or
3490 after September 11, 2001, and who was a resident of this state, (10) for
3491 any first responder, as defined in section 65 of this act, who (A) submits
3492 a compliance certification pursuant to the provisions of section 65 of this
3493 act, and (B) is enrolled or accepted for admission to said college, and (11)
3494 for any student attending the state fire school who is enrolled in a
3495 program at said school offered in coordination with Connecticut State
3496 Community College that accredits courses taken in such program,
3497 provided tuition waivers issued pursuant to subdivisions (10) and (11)
3498 of this subsection shall be limited to two hundred eligible persons per
3499 academic year. If any person who receives a tuition waiver in
3500 accordance with the provisions of this subsection also receives
3501 educational reimbursement from an employer, such waiver shall be
3502 reduced by the amount of such educational reimbursement. Veterans
3503 and members of the National Guard described in subdivision (5) of this
3504 subsection shall be given the same status as students not receiving

3505 tuition waivers in registering for courses at the Connecticut State
3506 Community College. Notwithstanding the provisions of section 10a-30,
3507 as used in this subsection, "domiciled in this state" includes domicile for
3508 less than one year.

3509 Sec. 70. Subsection (d) of section 10a-99 of the 2026 supplement to the
3510 general statutes is repealed and the following is substituted in lieu
3511 thereof (*Effective July 1, 2027*):

3512 (d) The Board of Regents for Higher Education shall waive the
3513 payment of tuition fees for undergraduate and graduate degree
3514 programs at the Connecticut State University System (1) for any
3515 dependent child of a person whom the armed forces of the United States
3516 has declared to be missing in action or to have been a prisoner of war
3517 while serving in such armed forces after January 1, 1960, which child
3518 has been accepted for admission to such institution and is a resident of
3519 the state at the time such child is accepted for admission to such
3520 institution, (2) subject to the provisions of subsection (e) of this section,
3521 for any veteran, as defined in section 27-103, who performed service in
3522 time of war, as defined in section 27-103, except that for purposes of this
3523 subsection, "service in time of war" shall not include time spent in
3524 attendance at a military service academy, which veteran has been
3525 accepted for admission to such institution and is domiciled in this state
3526 at the time such veteran is accepted for admission to such institution.
3527 Said board shall also waive for any such veteran the payment of any
3528 extension fees under section 10a-26 for educational extension programs,
3529 (3) for any resident of the state sixty-two years of age or older who has
3530 been accepted for admission to such institution, provided (A) such
3531 resident is enrolled in a degree-granting program, or (B) at the end of
3532 the regular registration period, there are enrolled in the course a
3533 sufficient number of students other than those residents eligible for
3534 waivers pursuant to this subdivision to offer the course in which such
3535 resident intends to enroll and there is space available in such course
3536 after accommodating all such students, (4) for any student attending the
3537 Connecticut Police Academy who is enrolled in a law enforcement

3538 program at said academy offered in coordination with [the] a university
3539 which accredits courses taken in such program, (5) for any active
3540 member of the Connecticut Army or Air National Guard who (A) has
3541 been certified by the Adjutant General or such Adjutant General's
3542 designee as a member in good standing of the guard, and (B) is enrolled
3543 or accepted for admission to such institution on a full-time or part-time
3544 basis in an undergraduate or graduate degree-granting program. Said
3545 board shall also waive for any such member the payment of any
3546 mandatory fees relating to such member's enrollment in such
3547 institution, including, but not limited to, any extension fees under
3548 section 10a-26 for educational extension programs, (6) for any
3549 dependent child of a (A) police officer, as defined in section 7-294a, or
3550 supernumerary or auxiliary police officer, (B) firefighter, as defined in
3551 section 7-323j, or member of a volunteer fire company, (C) municipal
3552 employee, or (D) state employee, as defined in section 5-154, killed in
3553 the line of duty, (7) for any resident of this state who is a dependent
3554 child or surviving spouse of a specified terrorist victim who was a
3555 resident of the state, (8) for any dependent child of a resident of the state
3556 who was killed in a multivehicle crash at or near the intersection of
3557 Routes 44 and 10 and Nod Road in Avon on July 29, 2005, [and] (9) for
3558 any resident of the state who is a dependent child or surviving spouse
3559 of a person who was killed in action while performing active military
3560 duty with the armed forces of the United States on or after September
3561 11, 2001, and who was a resident of this state, (10) for any first
3562 responder, as defined in section 65 of this act, who (A) submits a
3563 compliance certification pursuant to the provisions of section 65 of this
3564 act, and (B) is enrolled or accepted for admission to such institution, and
3565 (11) for any student attending the state fire school who is enrolled in a
3566 program at said school offered in coordination with a university that
3567 accredits courses taken in such program, provided tuition waivers
3568 issued pursuant to subdivisions (10) and (11) of this subsection shall be
3569 limited to two hundred eligible persons per academic year. If any person
3570 who receives a tuition waiver in accordance with the provisions of this
3571 subsection also receives educational reimbursement from an employer,
3572 such waiver shall be reduced by the amount of such educational

3573 reimbursement. Veterans and members of the National Guard
3574 described in subdivision (5) of this subsection shall be given the same
3575 status as students not receiving tuition waivers in registering for courses
3576 at Connecticut state universities. Notwithstanding the provisions of
3577 section 10a-30, as used in this subsection, "domiciled in this state"
3578 includes domicile for less than one year.

3579 Sec. 71. Subsection (e) of section 10a-105 of the 2026 supplement to
3580 the general statutes is repealed and the following is substituted in lieu
3581 thereof (*Effective July 1, 2027*):

3582 (e) Said board of trustees shall waive the payment of tuition fees for
3583 any undergraduate or graduate degree program at The University of
3584 Connecticut (1) for any dependent child of a person whom the armed
3585 forces of the United States has declared to be missing in action or to have
3586 been a prisoner of war while serving in such armed forces after January
3587 1, 1960, which child has been accepted for admission to The University
3588 of Connecticut and is a resident of the state at the time such child is
3589 accepted for admission to said institution, (2) subject to the provisions
3590 of subsection (f) of this section, for any veteran, as defined in section 27-
3591 103, who performed service in time of war, as defined in section 27-103,
3592 except that for purposes of this subsection, "service in time of war" shall
3593 not include time spent in attendance at a military service academy,
3594 which veteran has been accepted for admission to said institution and is
3595 domiciled in this state at the time such veteran is accepted for admission
3596 to said institution. Said board shall also waive for any such veteran the
3597 payment of any extension fees under section 10a-26 for educational
3598 extension programs, (3) for any resident of the state sixty-two years of
3599 age or older who has been accepted for admission to said institution,
3600 provided (A) such resident is enrolled in a degree-granting program, or
3601 (B) at the end of the regular registration period, there are enrolled in the
3602 course a sufficient number of students other than those residents eligible
3603 for waivers pursuant to this subdivision to offer the course in which
3604 such resident intends to enroll and there is space available in such
3605 course after accommodating all such students, (4) for any active member

3606 of the Connecticut Army or Air National Guard who (A) has been
3607 certified by the Adjutant General or such Adjutant General's designee
3608 as a member in good standing of the guard, and (B) is enrolled or
3609 accepted for admission to said institution on a full-time or part-time
3610 basis in an undergraduate or graduate degree-granting program. Said
3611 board shall also waive for any such member the payment of any
3612 mandatory fees relating to such member's enrollment in said institution,
3613 including, but not limited to, any extension fees under section 10a-26 for
3614 educational extension programs, (5) for any dependent child of a (A)
3615 police officer, as defined in section 7-294a, or supernumerary or
3616 auxiliary police officer, (B) firefighter, as defined in section 7-323j, or
3617 member of a volunteer fire company, (C) municipal employee, or (D)
3618 state employee, as defined in section 5-154, killed in the line of duty, (6)
3619 for any resident of the state who is the dependent child or surviving
3620 spouse of a specified terrorist victim who was a resident of the state, (7)
3621 for any dependent child of a resident of the state who was killed in a
3622 multivehicle crash at or near the intersection of Routes 44 and 10 and
3623 Nod Road in Avon on July 29, 2005, and (8) for any resident of the state
3624 who is a dependent child or surviving spouse of a person who was
3625 killed in action while performing active military duty with the armed
3626 forces of the United States on or after September 11, 2001, and who was
3627 a resident of this state. If any person who receives a tuition waiver in
3628 accordance with the provisions of this subsection also receives
3629 educational reimbursement from an employer, such waiver shall be
3630 reduced by the amount of such educational reimbursement. Veterans
3631 and members of the National Guard described in subdivision (4) of this
3632 subsection shall be given the same status as students not receiving
3633 tuition waivers in registering for courses at The University of
3634 Connecticut. Notwithstanding the provisions of section 10a-30, as used
3635 in this subsection, "domiciled in this state" includes domicile for less
3636 than one year.

3637 Sec. 72. (NEW) (*Effective January 1, 2027*) (a) As used in this section,
3638 "first responder" has the same meaning as provided in section 65 of this
3639 act.

3640 (b) The Connecticut Housing Finance Authority shall develop and
3641 administer a program of mortgage assistance to first responders who
3642 submit a compliance certification pursuant to the provisions of section
3643 65 of this act as part of the application process to receive such mortgage
3644 assistance. Such mortgage assistance shall be available to such first
3645 responder under guidelines adopted by the authority for the purchase
3646 of a home used as such first responder's principal residence in the
3647 community served by such first responder. In making mortgage
3648 assistance available under the program, the authority may utilize down
3649 payment assistance or any other appropriate housing subsidies. The
3650 terms of any mortgage assistance may allow the mortgagee to realize a
3651 reasonable portion of any equity gain upon sale of the mortgaged
3652 property.

3653 Sec. 73. (*Effective from passage*) (a) There is established a task force to
3654 study issues relating to the recruitment and retention of public safety
3655 personnel. Such study shall include, but need not be limited to, an
3656 examination of the feasibility and fiscal impact of the state providing (1)
3657 tuition waivers, mortgage assistance and tax credits to correction
3658 officers and judicial marshals, (2) tuition waivers to the dependent
3659 children of police officers, uniformed members of paid or volunteer fire
3660 departments and emergency medical service personnel, (3) tuition
3661 waivers for undergraduate and graduate degree programs at The
3662 University of Connecticut to police officers, uniformed members of paid
3663 or volunteer fire departments and emergency medical service
3664 personnel, and (4) tuition vouchers to public safety personnel that can
3665 be used at any accredited institution of higher education in the state.

3666 (b) The task force shall consist of the following members:

3667 (1) One appointed by the speaker of the House of Representatives,
3668 who has expertise in public safety;

3669 (2) One appointed by the president pro tempore of the Senate, who is
3670 a representative of the University of New Haven and has expertise in
3671 higher education;

3672 (3) One appointed by the majority leader of the House of
3673 Representatives;

3674 (4) One appointed by the majority leader of the Senate;

3675 (5) One appointed by the minority leader of the House of
3676 Representatives;

3677 (6) One appointed by the minority leader of the Senate;

3678 (7) The Commissioner of Emergency Services and Public Protection,
3679 or the commissioner's designee;

3680 (8) The Commissioner of Education, or the commissioner's designee;
3681 and

3682 (9) The Chief Court Administrator, or the administrator's designee.

3683 (c) Any member of the task force appointed under subdivision (1),
3684 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
3685 of the General Assembly.

3686 (d) All initial appointments to the task force shall be made not later
3687 than thirty days after the effective date of this section. Any vacancy shall
3688 be filled by the appointing authority.

3689 (e) The speaker of the House of Representatives and the president pro
3690 tempore of the Senate shall select the chairpersons of the task force from
3691 among the members of the task force. Such chairpersons shall schedule
3692 the first meeting of the task force, which shall be held not later than sixty
3693 days after the effective date of this section.

3694 (f) The administrative staff of the joint standing committee of the
3695 General Assembly having cognizance of matters relating to public safety
3696 and security shall serve as administrative staff of the task force.

3697 (g) Not later than January 1, 2027, the task force shall submit a report
3698 on its findings and recommendations to the joint standing committee of

3699 the General Assembly having cognizance of matters relating to public
 3700 safety and security, in accordance with the provisions of section 11-4a
 3701 of the general statutes. The task force shall terminate on the date that it
 3702 submits such report or January 1, 2027, whichever is later.

3703 Sec. 74. (*Effective from passage*) The Chief Workforce Officer shall
 3704 develop a plan for the establishment of a police officer and firefighter
 3705 career pipeline program that includes, but shall not be limited to: (1) A
 3706 strategy to increase the number of state residents pursuing careers as
 3707 police officers or firefighters, and (2) estimated funding needed to
 3708 support a police officer and firefighter career pipeline program. Not
 3709 later than January 1, 2027, the Chief Workforce Officer shall submit a
 3710 report on the plan, in accordance with the provisions of section 11-4a of
 3711 the general statutes, to the joint standing committees of the General
 3712 Assembly having cognizance of matters relating to public safety and
 3713 labor and public employees.

3714 Sec. 75. Section 10-236a of the general statutes is repealed. (*Effective*
 3715 *October 1, 2026*)"

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	31-307
Sec. 2	<i>October 1, 2026</i>	31-40z
Sec. 3	<i>from passage</i>	New section
Sec. 4	<i>October 1, 2026</i>	31-51r
Sec. 5	<i>from passage</i>	New section
Sec. 6	<i>October 1, 2026</i>	21a-421d
Sec. 7	<i>October 1, 2026</i>	31-275(1)
Sec. 8	<i>July 1, 2026</i>	10-151(c) to (e)
Sec. 9	<i>July 1, 2027</i>	New section
Sec. 10	<i>from passage</i>	3-122a
Sec. 11	<i>from passage</i>	3-123bbb(i)
Sec. 12	<i>from passage</i>	5-259(a)
Sec. 13	<i>July 1, 2026</i>	10-153a
Sec. 14	<i>from passage</i>	New section
Sec. 15	<i>October 1, 2026</i>	New section

Sec. 16	July 1, 2026	New section
Sec. 17	July 1, 2026	New section
Sec. 18	October 1, 2026	29-221
Sec. 19	October 1, 2026	29-222
Sec. 20	October 1, 2026	29-223a(b)
Sec. 21	October 1, 2026	29-224(b)
Sec. 22	October 1, 2026	29-224b
Sec. 23	October 1, 2026	New section
Sec. 24	October 1, 2026	29-225
Sec. 25	July 1, 2026	New section
Sec. 26	from passage	New section
Sec. 27	October 1, 2026	31-3l
Sec. 28	from passage	New section
Sec. 29	from passage	New section
Sec. 30	October 1, 2026	New section
Sec. 31	October 1, 2026	New section
Sec. 32	October 1, 2026	31-40w
Sec. 33	October 1, 2026	19a-89e(n)
Sec. 34	from passage	New section
Sec. 35	October 1, 2026	New section
Sec. 36	October 1, 2026	New section
Sec. 37	from passage	New section
Sec. 38	October 1, 2026	31-13a
Sec. 39	from passage	New section
Sec. 40	October 1, 2026	31-58(e)
Sec. 41	from passage	New section
Sec. 42	from passage	New section
Sec. 43	from passage	10a-156b(d)
Sec. 44	July 1, 2027	New section
Sec. 45	July 1, 2027	New section
Sec. 46	July 1, 2027	New section
Sec. 47	October 1, 2026	New section
Sec. 48	October 1, 2026	New section
Sec. 49	October 1, 2026	New section
Sec. 50	from passage	New section
Sec. 51	July 1, 2026	New section
Sec. 52	July 1, 2026	10-155k
Sec. 53	from passage	29-4(e)
Sec. 54	October 1, 2026	31-53
Sec. 55	January 1, 2027	New section

Sec. 56	<i>January 1, 2027</i>	31-72
Sec. 57	<i>July 1, 2026</i>	New section
Sec. 58	<i>January 1, 2027</i>	New section
Sec. 59	<i>July 1, 2026</i>	New section
Sec. 60	<i>July 1, 2026</i>	New section
Sec. 61	<i>October 1, 2026</i>	New section
Sec. 62	<i>October 1, 2026</i>	12-81x
Sec. 63	<i>from passage</i>	New section
Sec. 64	<i>from passage</i>	New section
Sec. 65	<i>July 1, 2026</i>	New section
Sec. 66	<i>October 1, 2026</i>	7-294d(a)
Sec. 67	<i>October 1, 2026</i>	7-3231(a)
Sec. 68	<i>October 1, 2026</i>	19a-177
Sec. 69	<i>July 1, 2027</i>	10a-77(d)
Sec. 70	<i>July 1, 2027</i>	10a-99(d)
Sec. 71	<i>July 1, 2027</i>	10a-105(e)
Sec. 72	<i>January 1, 2027</i>	New section
Sec. 73	<i>from passage</i>	New section
Sec. 74	<i>from passage</i>	New section
Sec. 75	<i>October 1, 2026</i>	Repealer section