
OLR Bill Analysis

HB 5141

AN ACT REQUIRING FEAR OF RETALIATION TRAINING FOR PERSONS PROVIDING ASSISTED LIVING SERVICES IN MANAGED RESIDENTIAL COMMUNITIES.

SUMMARY

This bill requires each licensed assisted living services agency (ALSA) that provides services to a managed residential community (MRC) to make sure the agency's employees receive annual in-service training about residents' fears that employees, and others, will retaliate against them for making complaints about their care.

The training must at least include (1) a discussion about residents' rights to file complaints and voice grievances; (2) examples of what might be, or be perceived as, an employee's retaliation against a resident; and (3) ways to prevent employee retaliation and ease residents' fears about it.

Under the bill, the person leading the training must be familiar with the needs of the resident population the agency serves at the MRC. But this person does not need to be a qualified social worker or social worker consultant.

EFFECTIVE DATE: October 1, 2026

BACKGROUND

ALSAs

Under existing law, the state does not license assisted living facilities. Instead, it licenses and regulates ALSAs that provide assisted living services. These services include nursing services and assistance with activities of daily living. ALSAs can only provide these services at an MRC or certain federally-funded elderly housing complexes.

COMMITTEE ACTION

Aging Committee

Joint Favorable

Yea 14 Nay 0 (03/05/2026)