



House of Representatives

File No. 745

General Assembly

February Session, 2026

(Reprint of File Nos. 400 and 709)

Substitute House Bill No. 5003
As Amended by House Amendment
Schedule "A"

Approved by the Legislative Commissioner
April 29, 2026

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

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

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 Section 31-307 of the general statutes is repealed and the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

3 (a) If any injury for which compensation is provided under the
4 provisions of this chapter results in total incapacity to work, the injured
5 employee shall be paid a weekly compensation equal to seventy-five per
6 cent of the injured employee's average weekly earnings as of the date of
7 the injury, calculated pursuant to section 31-310, after such earnings
8 have been reduced by any deduction for federal or state taxes, or both,
9 and for the federal Insurance Contributions Act made from such
10 employee's total wages received during the period of calculation of the
11 employee's average weekly wage pursuant to section 31-310; but the
12 compensation shall not be more than the maximum weekly benefit rate
13 set forth in section 31-309 for the year in which the injury occurred. No

14 employee entitled to compensation under this section shall receive less
15 than twenty per cent of the maximum weekly compensation rate, as
16 provided in section 31-309, provided the minimum payment shall not
17 exceed seventy-five per cent of the employee's average weekly wage, as
18 determined under section 31-310, and the compensation shall not
19 continue longer than the period of total incapacity.

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

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

41 (d) An employee who has suffered the loss or loss of the use of one of
42 the members of the body, or part of one of the members of the body, or
43 the reduction of vision in one eye to one-tenth or less of normal vision,
44 shall not receive compensation for the later injury in excess of the
45 compensation allowed for the injury when considered by itself and not
46 in conjunction with the previous incapacity except as provided in this

47 chapter.

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

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

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

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

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

129 (a) As used in this section:

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

133 [(1)] (2) "Employer" means any individual, corporation, limited
134 liability company, firm, partnership, voluntary association, joint stock
135 association, the state and any political subdivision thereof and any
136 public corporation within the state using the services of one or more
137 employees for pay;

138 [(2)] (3) "Employee" means any individual employed or permitted to
139 work by an employer;

140 [(3)] (4) "Wages" means compensation for labor or services rendered
141 by an employee, whether the amount is determined on a time, task,
142 piece, commission or other basis of calculation; and

143 [(4)] (5) "Wage range" means the range of wages an employer
144 [anticipates relying on when setting wages] sets in good faith for a

145 position, and may include reference to any applicable pay scale,
146 previously determined range of wages for the position, actual range of
147 wages for those employees currently holding comparable positions or
148 the employer's budgeted amount for the position.

149 (b) No employer shall:

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

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

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

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

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

174 (6) Discharge, discipline, discriminate against, retaliate against or

175 otherwise penalize any employee who discloses or discusses the
176 amount of [his or her] such employee's wages or the wages of another
177 employee of such employer that have been disclosed voluntarily by
178 such other employee;

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

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

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

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

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

204 (c) Nothing in this section shall be construed to require any employer
205 or employee to disclose the amount of wages paid to any employee.

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

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

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

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

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

238 chairpersons of the task force from among the members of the task force.

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

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

246 (a) As used in this section:

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

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

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

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

267 (c) Nothing in this section shall prohibit or render void any

268 agreement between an employer and an employee (1) requiring the
269 employee to repay to the employer any sums advanced to such
270 employee, (2) requiring the employee to pay the employer for any
271 property it has sold or leased to such employee, (3) requiring
272 educational personnel to comply with any terms or conditions of
273 sabbatical leaves granted by their employers, or (4) entered into as part
274 of a program agreed to by the employer and its employees' collective
275 bargaining representative.

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

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

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

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

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

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

297 (5) One appointed by the majority leader of the House of

298 Representatives;

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

300 (7) One appointed by the minority leader of the House of
301 Representatives;

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

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

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

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

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

310 (c) Any member of the task force appointed under subdivision (3),
311 (4), (5), (6), (7) or (8) of subsection (b) of this section may be a member
312 of the General Assembly.

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

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

321 (f) The chairpersons of the joint standing committee of the General
322 Assembly having cognizance of matters relating to labor and public
323 employees, or their designees, shall be the chairpersons of the task force.
324 Such chairpersons shall schedule the first meeting of the task force,

325 which shall be held not later than sixty days after the effective date of
326 this section.

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

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

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

339 (a) As used in this section:

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

352 (2) "Labor peace agreement" means an agreement between a cannabis
353 establishment and a bona fide labor organization under this section
354 pursuant to which the owners and management of the cannabis
355 establishment agree not to lock out employees and that prohibits the

356 bona fide labor organization from engaging in picketing, work
357 stoppages or boycotts against the cannabis establishment;

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

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

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

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

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

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

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

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

380 (iii) Such labor union has executed one or more collective bargaining
381 agreements with cannabis establishment employers in this state, which
382 agreement or agreements remain effective on the date of such labor
383 union's application under this subsection; or

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

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

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

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

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

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

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

403 (I) Has not received any improper assistance or support from any
404 employer.

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

409 (4) In the event that a labor union no longer satisfies the criteria
410 established in subdivision (2) of this subsection, the labor union shall
411 notify the department, in a form and manner prescribed by the
412 department and not later than thirty days after such labor union no

413 longer satisfies such criteria, that such labor union no longer satisfies
414 such criteria. The department shall remove such labor union from the
415 list prepared pursuant to subdivision (1) of this subsection.

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

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

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

446 sell, transport or transfer cannabis to another cannabis establishment,
447 consumer or laboratory, unless such sale or transfer is associated with a
448 voluntary surrender of license and a cannabis disposition plan
449 approved by the commissioner.

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

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

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

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

473 (A) (i) For a police officer or firefighter, "in the course of his
474 employment" encompasses such individual's departure from such
475 individual's place of abode to duty, such individual's duty, and the
476 return to such individual's place of abode after duty;

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

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

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

508 [(iv)] (v) Notwithstanding the provisions of clauses (i) and (ii) of this
509 subparagraph, the dependents of any deceased employee of the

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

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

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

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

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

534 (F) For purposes of subparagraph (C) of this subdivision, "narcotic
535 drugs" means all controlled substances, as designated by the
536 Commissioner of Consumer Protection pursuant to subsection (c) of
537 section 21a-243, but does not include drugs prescribed in the course of
538 medical treatment or in a program of research operated under the
539 direction of a physician or pharmacologist. For purposes of
540 subparagraph (E) of this subdivision, "place of abode" includes the
541 inside of the residential structure, the garage, the common hallways,

542 stairways, driveways, walkways and the yard;

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

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

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

575 shall submit written findings and recommendations to the board for
576 final disposition. The teacher shall have the right to appear with counsel
577 of the teacher's choice at the hearing. A teacher who has not attained
578 tenure shall not be entitled to a hearing concerning nonrenewal if the
579 reason for such nonrenewal is either elimination of position or loss of
580 position to another teacher. The board of education shall rescind a
581 nonrenewal decision only if the board finds such decision to be arbitrary
582 and capricious. Any such teacher whose contract is terminated for the
583 reasons enumerated in subdivisions (3) and (4) of subsection (d) of this
584 section shall have the right to appeal in accordance with the provisions
585 of subsection (e) of this section.

586 (d) The contract of employment of a teacher who has attained tenure
587 shall be continued from school year to school year, except that it may be
588 terminated at any time for one or more of the following reasons: (1)
589 Inefficiency, incompetence or ineffectiveness, provided, if a teacher is
590 notified on or after July 1, 2014, that termination is under consideration
591 due to incompetence or ineffectiveness, the determination of
592 incompetence or ineffectiveness is based on evaluation of the teacher
593 using teacher evaluation guidelines established pursuant to section 10-
594 151b; (2) insubordination against reasonable rules of the board of
595 education; (3) moral misconduct; (4) disability, as shown by competent
596 medical evidence; (5) elimination of the position to which the teacher
597 was appointed or loss of a position to another teacher, if no other
598 position exists to which such teacher may be appointed if qualified,
599 provided such teacher, if qualified, shall be appointed to a position held
600 by a teacher who has not attained tenure, and provided further that
601 determination of the individual contract or contracts of employment to
602 be terminated shall be made in accordance with either (A) a provision
603 for a layoff procedure agreed upon by the board of education and the
604 exclusive employees' representative organization, or (B) in the absence
605 of such agreement, a written policy of the board of education; or (6)
606 other due and sufficient [cause] reasons. The standard of review for all
607 such reasons shall be the same standard applied in other disciplinary
608 actions under the terms of such teacher's collective bargaining

609 agreement. Nothing in this section or in any other section of the general
610 statutes or of any special act shall preclude a board of education from
611 making an agreement with an exclusive bargaining representative
612 which contains a recall provision. Prior to terminating a contract, the
613 superintendent shall give the teacher concerned a written notice that
614 termination of such teacher's contract is under consideration and give
615 such teacher a statement of the reasons for such consideration of
616 termination. Not later than ten calendar days after receipt of written
617 notice by the superintendent that contract termination is under
618 consideration, such teacher may file with the local or regional board of
619 education a written request for a hearing. [A board of education may
620 designate a subcommittee of three or more board members to conduct
621 hearings and submit written findings and recommendations to the
622 board for final disposition in the case of teachers whose contracts are
623 terminated.] Such hearing shall commence not later than fifteen
624 calendar days after receipt of such request, unless the parties mutually
625 agree to an extension [,] not to exceed fifteen calendar days, [(A) before
626 the board of education or a subcommittee of the board, or (B) if indicated
627 in such request or if designated by the board] before an impartial
628 hearing officer chosen by the teacher and the superintendent. If the
629 parties are unable to agree upon the choice of a hearing officer not later
630 than five calendar days after the decision to use a hearing officer, the
631 hearing officer shall be selected with the assistance of the American
632 Arbitration Association using its expedited selection process and in
633 accordance with its rules for selection of a neutral arbitrator in grievance
634 arbitration. [If the hearing officer is not selected with the assistance of
635 such association after five days, the hearing shall be held before the
636 board of education or a subcommittee of the board.] When the reason
637 for termination is incompetence or ineffectiveness, the hearing shall [(i)]
638 (A) address the question of whether the performance evaluation ratings
639 of the teacher were determined in good faith in accordance with the
640 program adopted by the local or regional board of education pursuant
641 to section 10-151b and were reasonable in light of the evidence
642 presented, and [(ii)] (B) be limited to twelve total hours of evidence and
643 testimony, with each side allowed not more than six hours to present

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

674 (e) (1) Any teacher or board of education aggrieved by the [decision
675 of a board of education] award of the hearing officer after a hearing as
676 provided in subsection (d) of this section may [appeal therefrom, not
677 later than thirty calendar days after such decision, to the Superior Court.

678 Such appeal shall be made returnable to said court in the same manner
679 as is prescribed for civil actions brought to said court] make an
680 application to the Superior Court to confirm, vacate or modify such
681 award pursuant to sections 52-417 to 52-419, inclusive. Any such
682 [appeal] application shall be a privileged case to be heard by the court
683 as soon after the return day as is practicable. The teacher or board of
684 education shall file with the court a copy of the complete transcript of
685 the proceedings of the hearing, [and the minutes of board of education
686 meetings relating to such termination, including the vote of the board
687 on the termination,] together with such other documents, or certified
688 copies thereof, as shall constitute the record of the case.

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

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

709 (1) "Awarding authority" means any person, including a contractor
710 or subcontractor, that (A) awards or otherwise enters into a contract or

711 subcontract to perform services at a covered location, or (B) contracts to
712 sell or transfer control of a property where employees were employed
713 at any time during the ninety-day period preceding such sale or transfer.
714 "Awarding authority" does not include the federal government, the state
715 or the Connecticut Airport Authority.

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

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

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

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

738 (ii) Passenger-related security services, cargo and ramp services, in-
739 terminal passenger and baggage handling and cleaning services at an
740 airport.

741 (B) "Employee" does not include a (i) managerial, supervisory or

742 confidential employee, including any person who would be so defined
743 under the federal Fair Labor Standards Act, or (ii) person engaged to
744 perform services related to a project that requires a permit issued by a
745 municipality, including a building, mechanical, plumbing, structural or
746 electrical project.

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

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

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

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

768 (9) "Terminated contractor" means a contractor whose service
769 contract expires without renewal or whose contract is terminated, and
770 includes the awarding authority itself when (A) work previously
771 rendered by the awarding authority's own employees is the subject of a
772 successor service contract, or (B) the awarding authority sells or
773 transfers a property where employees were employed at any time

774 during the ninety-day period preceding the sale or transfer of such
775 property.

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

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

800 (2) On the date (A) the service contract terminates, (B) the successor
801 service contract for services previously performed by the awarding
802 authority's own employees begins, or (C) the sale or transfer of property
803 occurs, the terminated contractor shall provide the successor employer
804 with updated information concerning the name, date of hire and
805 employment occupation classification of each employee employed by
806 the terminated contractor at the site or sites covered by the service

807 contract or the contract to sell or transfer property, to ensure that such
808 information is current up to the actual date of (i) service contract
809 termination, (ii) successor service contract start, or (iii) the sale or
810 transfer of property.

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

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

830 (B) Except as provided in subparagraphs (D) and (E) of this
831 subdivision, if the successor service contract is terminated prior to the
832 expiration of such ninety-day period, then any successor employer
833 awarded a subsequent successor service contract shall be bound by the
834 requirements set forth in this subsection to retain, for a new ninety-day
835 period commencing with the onset of the subsequent successor service
836 contract, all of the employees who were previously employed by any
837 one or more of the terminated contractors at the site or sites covered by
838 the service contract or contract to sell or transfer property continuously
839 during the ninety-day period immediately preceding the date of the

840 most recently terminated service contract, including any periods of
841 layoff or leave with recall rights.

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

850 "IMPORTANT INFORMATION REGARDING YOUR
851 EMPLOYMENT

852 To: (Name of employee)

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

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

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

869 Hours per shift:

870 Total hours per week:

871 Benefits:

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

878 Connecticut state law gives you the following rights:

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

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

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

887 From: (Name of successor employer)

888 (Address of successor employer)

889 (Telephone number of successor employer)"

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

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

897 employer to terminate the employee.

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

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

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

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

922 (8) After such ninety-day period, the successor employer shall
923 provide each employee retained pursuant to this section a performance
924 evaluation. If the performance of such employee is satisfactory during
925 the ninety-day period, the successor employer shall offer the employee
926 continued employment under the terms and conditions established by
927 the successor employer, or as required by law.

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

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

962 benefits, (C) compensatory damages, and (D) reasonable attorney's fees
963 and costs.

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

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

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

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

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

984 (a) For purposes of this section:

985 (1) "Correction officer" means an individual employed by the
986 Department of Correction;

987 [(1)] (2) "Dependent child" means a child, whether by blood or
988 adoption, of a first responder who (A) is under the age of twenty-two
989 and was dependent on the earnings of such first responder at the time
990 of such first responder's death, provided a child shall not be considered
991 dependent if such child provides more than half of such child's own

992 support, is married or is legally adopted by another person, or (B) is any
993 age and is physically or mentally incapacitated and was dependent on
994 the earnings of such first responder at the time of such first responder's
995 death.

996 [(2)] (3) "Emergency medical technician" has the same meaning as
997 provided in section 20-206jj.

998 [(3)] (4) "Firefighter" has the same meaning as provided in section 7-
999 313g.

1000 [(4)] (5) "First responder" means an emergency medical technician,
1001 firefighter, paramedic or police officer.

1002 (6) "Investigator" means an individual employed as an investigator
1003 by the (A) Court Support Services Division of the Judicial Department,
1004 (B) Division of Criminal Justice, or (C) Office of the Chief Public
1005 Defender.

1006 [(5)] (7) "Killed in the line of duty" means the death of a first
1007 responder while engaged in the performance of such first responder's,
1008 correction officer's or investigator's duties, resulting from an incident,
1009 an accident or violence that caused such death or caused injuries that
1010 were the direct or proximate cause of such first responder's death,
1011 including any death that is determined to be occupationally related by
1012 a workers' compensation insurance carrier, an employer to whom a
1013 certificate of self-insurance has been issued pursuant to section 31-248
1014 or an administrative law judge for workers' compensation purposes
1015 under chapter 568. "Killed in the line of duty" does not include the death
1016 of a first responder through such first responder's own wanton or wilful
1017 act.

1018 [(6)] (8) "Paramedic" has the same meaning as provided in section 20-
1019 206jj.

1020 [(7)] (9) "Police officer" has the same meaning as provided in section
1021 7-294a.

1022 [(8)] (10) "Surviving family" means any person who is a surviving
1023 spouse, surviving dependent child, surviving child who is not a
1024 dependent child or surviving parent of a first responder killed in the line
1025 of duty, or a surviving individual listed on such first responder's most
1026 recent beneficiary form on file with such first responder's employer.

1027 (b) There is established a fund to be known as the "Fallen Hero Fund".
1028 The fund may contain any moneys required by law to be deposited in
1029 the fund and shall be held by the Treasurer separate and apart from all
1030 other moneys, funds and accounts. The interest derived from the
1031 investment of the fund shall be credited to the fund. Amounts in the
1032 fund may be expended by the Comptroller for purposes of payments
1033 pursuant to subsection (c) of this section and reimbursement of
1034 municipalities pursuant to subdivision (2) of subsection (c) of section 3-
1035 123eee. Any balance remaining in the fund at the end of any fiscal year
1036 shall be carried forward in the fund for the fiscal year next succeeding.

1037 (c) (1) After receiving notice, in a form and manner as determined by
1038 the Comptroller, from an individual who is a member of the surviving
1039 family of a first responder, correction officer or investigator who was
1040 killed in the line of duty, the Comptroller shall pay, within available
1041 appropriations, a lump sum death benefit totaling one hundred
1042 thousand dollars from the fund established in subsection (b) of this
1043 section to such surviving family, in accordance with regulations
1044 adopted pursuant to subsection (e) of this section, provided the
1045 surviving family of a first responder, correction officer or investigator
1046 killed in the line of duty shall not receive more than one such lump sum
1047 death benefit. Payments shall be made to surviving families in the order
1048 in which notices are received until the amount in such fund is depleted.

1049 (2) Any payment made pursuant to subdivision (1) of this subsection
1050 shall be in addition to any other benefits for which individuals of such
1051 first responder's, correction officer's or investigator's surviving family
1052 are eligible and such payments shall not be reduced or offset due to any
1053 other benefits, including, but not limited to, workers' compensation or
1054 other survivor benefits.

1055 (d) Not later than July 1, 2025, and annually thereafter, the
1056 Comptroller shall submit a report, in accordance with the provisions of
1057 section 11-4a, to the joint standing committee of the General Assembly
1058 having cognizance of matters relating to public safety and security. Such
1059 report shall include a list of all expenditures made from the fund
1060 established by subsection (b) of this section during the prior year, the
1061 current balance of such fund and information regarding additional
1062 amounts needed for such fund.

1063 (e) The Comptroller shall adopt regulations in accordance with the
1064 provisions of chapter 54 to implement the provisions of this section,
1065 including, but not limited to, application procedures and criteria for
1066 awarding grants among individuals who are members of the surviving
1067 family, with priority given to awards that would benefit a dependent
1068 child or children and a spouse who is a member of the surviving family.
1069 The Comptroller may implement policies and procedures necessary to
1070 implement the provisions of this section while in the process of adopting
1071 such regulations, provided notice of intent to adopt such regulations is
1072 published on the eRegulations System not later than twenty days after
1073 the date of implementation of such policies and procedures. Any
1074 policies and procedures implemented under this subsection shall be
1075 valid until the time such regulations are adopted.

1076 Sec. 11. Subsection (i) of section 3-123bbb of the 2026 supplement to
1077 the general statutes is repealed and the following is substituted in lieu
1078 thereof (*Effective from passage*):

1079 (i) (1) A nonstate public employer that provides coverage pursuant to
1080 a partnership plan to a first responder or unpaid volunteer firefighter
1081 who is killed in the line of duty shall continue to provide such coverage
1082 to the survivors of such first responder or unpaid volunteer firefighter
1083 who were covered under such plan at the time of such first responder's
1084 or unpaid volunteer firefighter's death. Such coverage shall continue
1085 without break for a period of one year after such first responder's or
1086 unpaid volunteer firefighter's death, and may be renewed annually for
1087 up to five years. Such nonstate public employer shall facilitate

1088 continuation and renewal of such coverage. For purposes of this
1089 subsection, "unpaid volunteer firefighter" has the same meaning as
1090 provided in section 5-259, as amended by this act.

1091 (2) (A) A nonstate public employer that did not provide coverage
1092 pursuant to a partnership plan to a first responder or unpaid volunteer
1093 firefighter who is killed in the line of duty shall apply for coverage
1094 pursuant to a partnership plan for those survivors of such first
1095 responder or unpaid volunteer firefighter who were receiving health
1096 care benefit coverage through a plan offered to such first responder at
1097 the time of such first responder's or unpaid volunteer firefighter's death,
1098 at the request of such survivors.

1099 (B) A nonstate public employer shall apply for such coverage
1100 pursuant to a partnership plan (i) regardless of whether such first
1101 responder was an employee of the nonstate public employer at the time
1102 of such first responder's death, and (ii) despite such unpaid volunteer
1103 firefighter not having been an employee of the nonstate public employer
1104 at the time of such unpaid volunteer firefighter's death. For any first
1105 responder who was not an employee of a nonstate public employer at
1106 the time of such first responder's death, and for any unpaid volunteer
1107 firefighter, the nonstate public employer to which the first responder or
1108 unpaid volunteer firefighter provided services in the capacity of a first
1109 responder or unpaid volunteer firefighter at the time of such first
1110 responder's or unpaid volunteer firefighter's death shall apply for such
1111 coverage.

1112 (C) The Comptroller shall accept such application upon the terms and
1113 conditions applicable to the partnership plan for enrollment and
1114 provision of coverage to such survivors for one year. Such enrollment
1115 and coverage may be renewed annually for up to five years. Such
1116 nonstate public employer shall facilitate initiation and renewal of such
1117 enrollment and coverage.

1118 (3) In accordance with the provisions of subsection (b) of section 3-
1119 122a, as amended by this act, and subdivision (2) of subsection (c) of

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

1124 Sec. 12. Subsection (a) of section 5-259 of the 2026 supplement to the
1125 general statutes is repealed and the following is substituted in lieu
1126 thereof (*Effective from passage*):

1127 (a) The Comptroller, with the approval of the Attorney General and
1128 of the Insurance Commissioner, shall arrange and procure a group
1129 hospitalization and medical and surgical insurance plan or plans for (1)
1130 state employees, (2) members of the General Assembly who elect
1131 coverage under such plan or plans, (3) participants in an alternate
1132 retirement program who meet the service requirements of section 5-162
1133 or subsection (a) of section 5-166, (4) anyone receiving benefits under
1134 section 5-144 or from any state-sponsored retirement system, except the
1135 teachers' retirement system and the municipal employees retirement
1136 system, (5) judges of probate and Probate Court employees, (6) the
1137 surviving spouse, and any dependent children of a state police officer, a
1138 member of an organized local police department, a firefighter, an
1139 unpaid volunteer firefighter, a correction officer or an investigator or a
1140 constable who performs criminal law enforcement duties who dies
1141 before, on or after June 26, 2003, as the result of injuries received while
1142 acting within the scope of such officer's, [or] firefighter's, unpaid
1143 volunteer firefighter's, correction officer's, investigator's or constable's
1144 employment and not as the result of illness or natural causes, and whose
1145 surviving spouse and dependent children are not otherwise eligible for
1146 a group hospitalization and medical and surgical insurance plan.
1147 Coverage for a dependent child pursuant to this subdivision shall
1148 terminate no earlier than the end of the calendar year during whichever
1149 of the following occurs first, the date on which the child: (A) Becomes
1150 covered under a group health plan through the dependent's own
1151 employment; or (B) attains the age of twenty-six, (7) employees of the
1152 Capital Region Development Authority established by section 32-601,
1153 (8) the surviving spouse and dependent children of any employee of a

1154 municipality who dies on or after October 1, 2000, as the result of
1155 injuries received while acting within the scope of such employee's
1156 employment and not as the result of illness or natural causes, and whose
1157 surviving spouse and dependent children are not otherwise eligible for
1158 a group hospitalization and medical and surgical insurance plan, [and]
1159 (9) state marshals, and (10) the surviving spouse and any dependent
1160 children of a state marshal who dies as the result of injuries received
1161 while in performance of any duty for which such state marshal is
1162 compensated by the state and not as the result of illness or natural
1163 causes. Coverage for a dependent child pursuant to this subdivision
1164 shall terminate no earlier than the end of the calendar year during
1165 whichever of the following occurs first, the date on which the child: (A)
1166 Becomes covered under a group health plan through the dependent's
1167 own employment; or (B) attains the age of twenty-six. For purposes of
1168 subdivision (8) of this subsection, "employee" means any regular
1169 employee or elective officer receiving pay from a municipality,
1170 "municipality" means any town, city, borough, school district, taxing
1171 district, fire district, district department of health, probate district,
1172 housing authority, regional workforce development board established
1173 under section 31-3k, flood commission or authority established by
1174 special act or regional council of governments. For purposes of
1175 subdivision (6) of this subsection, "firefighter" means any person who is
1176 regularly employed and paid by any municipality for the purpose of
1177 performing firefighting duties for a municipality on average of not less
1178 than thirty-five hours per week, "unpaid volunteer firefighter" means a
1179 uniformed member of a fire department who performs firefighting
1180 duties for the fire department but is unpaid for performing such
1181 firefighting duties, "correction officer" has the same meaning as
1182 provided in section 3-122a, as amended by this act, and "investigator"
1183 has the same meaning as provided in section 3-122a, as amended by this
1184 act. The minimum benefits to be provided by such plan or plans shall be
1185 substantially equal in value to the benefits that each such employee or
1186 member of the General Assembly could secure in such plan or plans on
1187 an individual basis on the preceding first day of July. The state shall pay
1188 for each such employee and each member of the General Assembly

1189 covered by such plan or plans the portion of the premium charged for
1190 such member's or employee's individual coverage and seventy per cent
1191 of the additional cost of the form of coverage and such amount shall be
1192 credited to the total premiums owed by such employee or member of
1193 the General Assembly for the form of such member's or employee's
1194 coverage under such plan or plans. On and after January 1, 1989, the
1195 state shall pay for anyone receiving benefits from any such state-
1196 sponsored retirement system one hundred per cent of the portion of the
1197 premium charged for such member's or employee's individual coverage
1198 and one hundred per cent of any additional cost for the form of
1199 coverage. The balance of any premiums payable by an individual
1200 employee or by a member of the General Assembly for the form of
1201 coverage shall be deducted from the payroll by the State Comptroller.
1202 The total premiums payable shall be remitted by the Comptroller to the
1203 insurance company or companies or nonprofit organization or
1204 organizations providing the coverage. The amount of the state's
1205 contribution per employee for a health maintenance organization option
1206 shall be equal, in terms of dollars and cents, to the largest amount of the
1207 contribution per employee paid for any other option that is available to
1208 all eligible state employees included in the health benefits plan, but shall
1209 not be required to exceed the amount of the health maintenance
1210 organization premium.

1211 Sec. 13. Section 10-153a of the general statutes is repealed and the
1212 following is substituted in lieu thereof (*Effective July 1, 2026*):

1213 (a) Members of the teaching profession shall have and shall be
1214 protected in the exercise of the right to form, join or assist, or refuse to
1215 form, join or assist, any organization for professional or economic
1216 improvement and to negotiate in good faith through representatives of
1217 their own choosing with respect to salaries, hours and other conditions
1218 of employment free from interference, restraint, coercion or
1219 discriminatory practices by any employing board of education or
1220 administrative agents or representatives thereof in derogation of the
1221 rights guaranteed by this section and sections 10-153b to 10-153n,
1222 inclusive.

1223 (b) The organization designated as the exclusive representative of a
1224 teachers' or administrators' unit shall have a duty of fair representation
1225 to the members of such unit.

1226 (c) Nothing in this section or in any other section of the general
1227 statutes shall preclude a local or regional board of education from
1228 making an agreement with an exclusive bargaining representative to
1229 require as a condition of employment that all employees in a bargaining
1230 unit pay to the exclusive bargaining representative of such employees
1231 an annual service fee, not greater than the amount of dues uniformly
1232 required of members of the exclusive bargaining representative
1233 organization, which represents the costs of collective bargaining,
1234 contract administration and grievance adjustment, [; and that such
1235 service fee be collected by means of a payroll deduction from each
1236 employee in the bargaining unit.]

1237 (d) Local and regional boards of education and organizations
1238 designated as the exclusive representative of a teachers' or
1239 administrators' unit are authorized to negotiate provisions in a
1240 collective bargaining agreement allowing for employees to elect to have
1241 a payroll deduction of employee organization dues and initiation fees
1242 and for a payroll deduction of the service fee described in subsection (c)
1243 of this section.

1244 Sec. 14. (NEW) (*Effective from passage*) Not later than January 1, 2027,
1245 the Division of State Police within the Department of Emergency
1246 Services and Public Protection shall, in conjunction with the Department
1247 of Mental Health and Addiction Services, expand the pilot program
1248 known as the CRISIS initiative: Connection to Recovery through
1249 Intervention, Support and Initiating Services state wide. At a minimum,
1250 such state-wide expansion shall include components of the pilot
1251 program that require training for state police officers, coordination
1252 between state police officers and mental health professionals and
1253 referrals to facilities for mental health services.

1254 Sec. 15. (NEW) (*Effective October 1, 2026*) (a) On and after October 1,

1255 2026, any municipality not participating in the Municipal Employees'
1256 Retirement Fund may create a deferred retirement option plan for
1257 employees. Any plan created shall permit employees who are eligible
1258 for service retirement to elect participation in such plan.

1259 (b) Any deferred retirement option plan created shall include a fixed
1260 period of time for employee participation, not to exceed five years, and
1261 a specified rate of interest credit for employee accounts. All other
1262 provisions of the deferred retirement option plan shall be as determined
1263 by the municipality, provided the structure of such plan is certified by
1264 the consulting actuary to the municipality's retirement system as having
1265 no anticipated impact that would increase the contribution rate for such
1266 municipality. Not later than four years after the creation of such plan,
1267 the municipality shall obtain an evaluation of such plan from the
1268 consulting actuary and review and assess such evaluation to determine
1269 the cost to the fund associated with such plan. After receiving such
1270 evaluation, the municipality may discontinue such plan.

1271 Sec. 16. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

1272 (1) "Virtual monitoring" means remote monitoring of an individual
1273 receiving direct care services by a third party via technology owned and
1274 operated by the individual in the individual's living quarters;

1275 (2) "Employee organization" means any organization which exists
1276 and is constituted for the purpose, in whole or in part, of collective
1277 bargaining, or dealing with employers concerning grievances, terms or
1278 conditions of employment or other mutual aid or protection; and

1279 (3) "Direct care services" means services provided in an agency,
1280 facility, home or community-based setting to an individual enrolled in
1281 a program administered by the Departments of Developmental Services
1282 and Social Services.

1283 (b) The Departments of Developmental Services and Social Services
1284 may, to the extent permissible by law, provide access to any evidence
1285 derived from virtual monitoring, and any other related evidence, used

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

1298 (c) The departments shall ensure that any grant of access to evidence
1299 derived from virtual monitoring to an employee or employee
1300 organization pursuant to subsection (b) of this section does not violate
1301 the provisions of the Health Insurance Portability and Accountability
1302 Act of 1996, P.L. 104-191, as amended from time to time, and any other
1303 federal or state law.

1304 (d) On or before July 1, 2027, the Commissioner of Developmental
1305 Services and the Commissioner of Social Services shall implement
1306 policies and procedures necessary to carry out the provisions of this
1307 section while in the process of adopting such policies and procedures in
1308 regulation form in accordance with chapter 54 of the general statutes,
1309 provided notice of intention to adopt the regulations is published on the
1310 departments' Internet web site and the eRegulations System not later
1311 than twenty days after implementation. Such policies and procedures
1312 shall be valid until the time final regulations are effective.

1313 Sec. 17. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

1314 (1) "Self-directed home care programs" means Medicaid-funded
1315 programs that allow a consumer to hire a personal care attendant;

1316 (2) "Consumer" and "personal care attendant" have the same
1317 meanings as provided in section 17b-706 of the general statutes;

1318 (3) "Department" means the Department of Social Services; and

1319 (4) "Fiscal intermediary" means the organization that contracts with
1320 the department to provide payroll, taxes and administrative services for
1321 self-directed home care programs.

1322 (b) Except for public records exempted from disclosure under section
1323 1-210 of the general statutes, commencing with information from the
1324 quarterly period beginning on April 1, 2024, the Commissioner of Social
1325 Services shall file quarterly reports, in accordance with the provisions of
1326 section 11-4a of the general statutes, with the joint standing committees
1327 of the General Assembly having cognizance of matters relating to
1328 human services and labor. Such reports shall contain the following
1329 information:

1330 (1) The payroll processing error rate for personal care attendants and
1331 the number of days until payment after correction;

1332 (2) The average number of days it takes a fiscal intermediary to
1333 onboard a new employee in order for such employee to utilize the
1334 payroll system;

1335 (3) The average response time for answering (A) phone calls,
1336 including the volume of calls related to incidents described in
1337 subdivisions (1) to (5), inclusive, of this subsection, or (B) electronic mail
1338 messages from personal care attendants or consumers regarding general
1339 customer service requests;

1340 (4) The number of electronic visit verification tickets received by the
1341 fiscal intermediary and the average time taken by the fiscal intermediary
1342 to resolve an electronic verification ticket; and

1343 (5) The average number of hours the fiscal intermediary's mobile
1344 application was inoperable or offline.

1345 Sec. 18. Section 29-221 of the general statutes is repealed and the
1346 following is substituted in lieu thereof (*Effective October 1, 2026*):

1347 As used in this chapter: (1) "Board" means the Examining Board for
1348 Crane Operators established under section 29-222, as amended by this
1349 act; (2) "commissioner" means the Commissioner of Administrative
1350 Services; (3) "crane" means power-operated equipment that can hoist,
1351 lower and horizontally move a suspended load and which has a
1352 manufacturer's maximum rated hoisting or lifting capacity exceeding
1353 two thousand pounds, including, but not limited to: (A) Articulating
1354 cranes such as knuckle-boom cranes, (B) crawler cranes, (C) floating
1355 cranes, (D) cranes on barges, (E) locomotive cranes, (F) mobile cranes
1356 such as wheel-mounted, rough terrain, all-terrain, commercial truck-
1357 mounted and boom truck cranes, (G) multipurpose machines when
1358 configured to hoist and lower, by means of a winch or hook, and
1359 horizontally move a suspended load, (H) industrial cranes such as
1360 carry-deck cranes, (I) dedicated pile drivers when used in construction,
1361 demolition or excavation work, (J) service or mechanic trucks with a
1362 hoisting device, (K) cranes on monorails, (L) tower cranes such as fixed
1363 jib hammerhead boom, luffing boom and self-erecting, (M) pedestal
1364 cranes, (N) portal cranes, (O) overhead and gantry cranes, (P) straddle
1365 cranes, (Q) side boom cranes, (R) derricks, and (S) variations of such
1366 equipment; (4) "hoisting equipment", other than cranes, means
1367 motorized equipment (A) used in construction, demolition or
1368 excavation work, (B) at a construction site for a project, other than a
1369 project involving residential structures of less than four stories, the
1370 estimated cost of which is more than one million two hundred fifty
1371 thousand dollars, and (C) which has a manufacturer's rated hoisting or
1372 lifting capacity exceeding five tons and a manufacturer's rated
1373 maximum reach in excess of thirty-two feet; (5) "department" means the
1374 Department of Administrative Services; [and] (6) "apprentice" means a
1375 person who is not licensed under this chapter, who has filed an
1376 application for a license with the board and whose employer has
1377 registered him or her with the board to learn crane operations or
1378 hoisting equipment operations under the direct supervision of a
1379 licensed operator in accordance with section 29-224c; and (7) "lessee"
1380 means a person, firm, partnership, corporation, limited liability
1381 company, association or other legal entity that rents or leases a crane or

1382 hoisting equipment.

1383 Sec. 19. Section 29-222 of the general statutes is repealed and the
1384 following is substituted in lieu thereof (*Effective October 1, 2026*):

1385 There shall be in the Department of Administrative Services an
1386 Examining Board for Crane Operators consisting of [five] seven
1387 members who shall be residents of this state. Members shall be
1388 appointed by the Governor subject to the provisions of section 4-9a. One
1389 member shall be an employee of the department, [one member] two
1390 members shall be [a crane operator] crane operators having at least ten
1391 years of experience, [one member] two members shall represent the
1392 interests of crane owners and two members shall be public members.
1393 Members shall not be compensated for their services but shall be
1394 reimbursed for necessary expenses in the performance of their duties. A
1395 quorum of the board for the purpose of transacting business shall exist
1396 only when there is present, in person, a majority of its membership. Any
1397 member absent from (1) three consecutive meetings of the board, or (2)
1398 fifty per cent of such meetings during any calendar year shall be deemed
1399 to have resigned from the board.

1400 Sec. 20. Subsection (b) of section 29-223a of the general statutes is
1401 repealed and the following is substituted in lieu thereof (*Effective October*
1402 *1, 2026*):

1403 (b) The provisions of this section shall not apply to: (1) Engineers
1404 under the jurisdiction of the United States, (2) engineers or operators
1405 employed by public utilities or industrial manufacturing plants, (3) any
1406 person operating either a bucket truck or a digger derrick designed and
1407 used for an electrical generation, electrical transmission, electrical
1408 distribution, electrical catenary or electrical signalization project, if such
1409 person: (A) Holds a valid limited electrical line contractor or
1410 journeyman's license issued pursuant to chapter 393 or any regulation
1411 adopted pursuant to said chapter, or (B) has engaged in the installation
1412 of electrical line work for more than one thousand hours, or (C) has
1413 enrolled in or has graduated from a federally recognized electrical

1414 apprenticeship program, (4) persons engaged in (A) the recreational
1415 boating or fishing industry, except when engaged in construction-
1416 related work, or [in] (B) agriculture, [or arboriculture,] or (5) persons
1417 engaged in activities, or using equipment, excluded under section 29-
1418 221a.

1419 Sec. 21. Subsection (b) of section 29-224 of the general statutes is
1420 repealed and the following is substituted in lieu thereof (*Effective October*
1421 *1, 2026*):

1422 (b) The provisions of subsection (a) of this section shall not apply to:
1423 (1) Engineers under the jurisdiction of the United States, (2) engineers
1424 or operators employed by public utilities or industrial manufacturing
1425 plants, (3) any person operating either a bucket truck or a digger derrick
1426 designed and used for an electrical generation, electrical transmission,
1427 electrical distribution, electrical catenary or electrical signalization
1428 project, if such person: (A) Holds a valid limited electrical line contractor
1429 or journeyman's license issued pursuant to chapter 393 or any
1430 regulation adopted pursuant to said chapter, or (B) has engaged in the
1431 installation of electrical line work for more than one thousand hours, or
1432 (C) has enrolled in or has graduated from a federally recognized
1433 electrical apprenticeship program, (4) persons engaged in (A) the
1434 recreational boating or fishing industry, except when engaged in
1435 construction-related work, or [in] (B) agriculture, [or arboriculture,] (5)
1436 persons engaged in activities, or using equipment, excluded under
1437 section 29-221a, or (6) persons operating equipment, except a tower
1438 crane, that can hoist, lower and horizontally move a suspended load and
1439 has a manufacturer's maximum rated hoisting or lifting capacity
1440 exceeding two thousand pounds but not exceeding ten thousand
1441 pounds who, pursuant to federal Occupational Safety and Health
1442 Administration Standard 1926.1427, are (A) certified by an accredited
1443 crane operator testing organization, (B) qualified by an audited
1444 employer program, (C) qualified by the United States military, or (D)
1445 licensed pursuant to this chapter.

1446 Sec. 22. Section 29-224b of the general statutes is repealed and the

1447 following is substituted in lieu thereof (*Effective October 1, 2026*):

1448 The commissioner or any employee of the Department of
1449 Administrative Services, while engaged in the performance of [his or
1450 her] the commissioner's or employee's duties, may (1) enter at all
1451 reasonable hours into and upon any premises in or on which the
1452 commissioner or employee has reason to believe a crane or hoisting
1453 equipment is located for the purpose of carrying out the provisions of
1454 this chapter and the regulations adopted thereunder, (2) require a crane
1455 operator or hoisting equipment operator to produce for verification
1456 such operator's license issued under this chapter, (3) require a crane
1457 owner to produce for verification such owner's certificate of registration
1458 issued under this chapter, and (4) require a crane operator, hoisting
1459 equipment operator, crane owner, hoisting equipment owner or lessee
1460 to produce any document establishing an agreement between such
1461 operator, owner or lessee and a person, firm, partnership, corporation,
1462 limited liability company, association or other legal entity to perform
1463 crane or hoisting work on the premises.

1464 Sec. 23. (NEW) (*Effective October 1, 2026*) (a) The Commissioner of
1465 Administrative Services or an employee of the Department of
1466 Administrative Services may issue a stop work order against a crane
1467 owner, crane operator, hoisting equipment owner, hoisting equipment
1468 operator, lessee or person that contracted with the owner, operator or
1469 lessee to perform crane or hoisting work, if the commissioner or
1470 employee determines that such owner, operator, lessee or person has
1471 committed one or more of the following violations: (1) Demonstrating
1472 incompetence or negligence, (2) permitting the operation of the owner's,
1473 operator's or lessee's crane in an unsafe manner, or (3) failing to comply
1474 with the provisions of section 29-223a of the general statutes, as
1475 amended by this act, or 29-224 of the general statutes, as amended by
1476 this act. For purposes of this section, the term "person" includes firms,
1477 partnerships, corporations, limited liability companies, associations and
1478 any other legal entities.

1479 (b) Such stop work order: (1) (A) Shall require the cessation of the

1480 owner's, operator's or lessee's crane, hoisting equipment or related
1481 lifting operations at the place or premises where the violation was
1482 determined to have occurred, and (B) shall not require the cessation of
1483 unrelated construction activities at such place or premises unless such
1484 activities present an immediate danger to any individual or property,
1485 (2) shall be effective when served upon the owner, operator or lessee
1486 and the person that contracted with the owner, operator or lessee to
1487 perform crane or hoisting work at the place or premises subject to such
1488 stop work order by posting notice of the stop work order in a
1489 conspicuous location at such place or premises, and (3) shall remain in
1490 effect until the commissioner (A) determines that the owner, operator,
1491 lessee or person has resolved the violation or violations that gave rise to
1492 the stop work order, and (B) issues an order releasing such stop work
1493 order.

1494 (c) Any crane owner, crane operator, hoisting equipment owner,
1495 hoisting equipment operator, lessee or person who has been served with
1496 a stop work order pursuant to subsection (b) of this section may request
1497 an administrative hearing to contest such stop work order. Such request
1498 shall be made in writing to the commissioner not more than ten days
1499 after such owner, operator, lessee or person was served with such stop
1500 work order. Such hearing shall be conducted in accordance with the
1501 provisions of chapter 54 of the general statutes.

1502 (d) The commissioner shall notify the Examining Board for Crane
1503 Operators established under section 29-222 of the general statutes, as
1504 amended by this act, of each stop work order issued under subsection
1505 (a) of this section and any violation of such a stop work order.

1506 (e) The commissioner shall adopt regulations, in accordance with the
1507 provisions of chapter 54 of the general statutes, to carry out the purposes
1508 of this section.

1509 Sec. 24. Section 29-225 of the general statutes is repealed and the
1510 following is substituted in lieu thereof (*Effective October 1, 2026*):

1511 (a) The board may suspend or revoke a crane operator's license, a

1512 hoisting equipment operator's license or an apprentice's certificate, after
1513 notice and hearing in accordance with the provisions of chapter 54, upon
1514 a finding that the holder has demonstrated incompetence or [has been
1515 guilty of] negligence in the performance of [his or her] such holder's
1516 work.

1517 (b) The board may suspend or revoke a crane owner's registration,
1518 after notice and hearing in accordance with the provisions of chapter 54,
1519 upon a finding that the holder has failed to properly maintain [his or
1520 her] such holder's crane or has permitted the operation of [his or her]
1521 such holder's crane in an unsafe manner.

1522 (c) (1) The board may impose a civil penalty of not more than [three]
1523 five thousand dollars per violation per day on any crane or hoisting
1524 equipment owner or operator, [who violates] lessee or person that
1525 contracted with an owner, operator or lessee to perform crane or
1526 hoisting work, after notice and hearing in accordance with the
1527 provisions of chapter 54, upon a finding that the owner, operator or
1528 lessee has violated any provision of this chapter or any regulations
1529 adopted thereunder. For purposes of this section, "person" includes
1530 firms, partnerships, corporations, limited liability companies,
1531 associations and any other legal entities.

1532 (2) The board may impose a civil penalty of not more than one
1533 thousand dollars per violation per day on any crane or hoisting
1534 equipment owner or operator or lessee, after notice and hearing in
1535 accordance with the provisions of chapter 54, upon a finding that the
1536 owner, operator or lessee has operated, or allowed the operation of, such
1537 owner's, operator's or lessee's crane or hoisting equipment without a
1538 valid license or certificate of registration, as applicable, issued under this
1539 chapter.

1540 (3) If the board, after notice and hearing in accordance with the
1541 provisions of chapter 54, finds that a crane or hoisting equipment owner
1542 or operator, lessee or person that contracted with an owner, operator or
1543 lessee to perform crane or hoisting work violated a stop work order

1544 issued pursuant to section 23 of this act, the board shall impose a fine of
1545 five thousand dollars per day for each day the stop work order was
1546 violated.

1547 (d) The board shall not renew a license or registration of any crane or
1548 hoisting equipment owner or operator who has an unpaid civil penalty
1549 until such time as such penalty is paid in full.

1550 (e) The board, at any time after the issuance of a notice alleging a
1551 violation of any provision of this chapter or any regulation adopted
1552 thereunder, may accept, in lieu of a hearing in accordance with the
1553 provisions of chapter 54, an agreement by any person charged with such
1554 violation. Negotiations relating to any such agreement shall be
1555 confidential and not subject to disclosure pursuant to the Freedom of
1556 Information Act, as defined in section 1-200, but any such agreement
1557 itself shall be a public record for purposes of said act.

1558 (f) The Commissioner of Administrative Services may apply for the
1559 enforcement of any civil penalty imposed pursuant to this section
1560 against any person who is not licensed as a crane or hoisting equipment
1561 operator or who has not obtained a registration of any crane under
1562 subsection (a) of section 29-224 to the superior court for the judicial
1563 district of Hartford, or to any judge thereof if the same is not in session,
1564 for an order (1) directing payment in full of any unpaid balance of such
1565 civil penalty, or (2) temporarily and permanently restraining and
1566 enjoining such person from performing or allowing the performance of
1567 the work of a crane or hoisting equipment operator. The application for
1568 such order, and for such other appropriate decree or process, shall be
1569 brought and the proceedings thereon conducted by the Attorney
1570 General.

1571 Sec. 25. (NEW) *(Effective July 1, 2026)* Not later than July 1, 2027, and
1572 annually thereafter, each regional educational service center and the
1573 executive director of the Technical Education and Career System, in
1574 consultation with the Department of Education, shall submit a report,
1575 in accordance with the provisions of section 11-4a of the general statutes,

1576 concerning high school work-based learning programs provided in the
1577 region served by each regional education service center or offered by
1578 the Technical Education and Career System to the joint standing
1579 committee of the General Assembly having cognizance of matters
1580 relating to education and labor. Such report shall include, but need not
1581 be limited to, (1) an inventory of work-based learning programs offered
1582 by a local or regional board of education and the Technical Education
1583 and Career System, (2) the number of students enrolled in such work-
1584 based learning programs offered by a local or regional board of
1585 education and the Technical Education and Career System, and (3) the
1586 total cost incurred by each school district and the Technical Education
1587 and Career System for each such work-based learning program. Such
1588 report shall be posted on the Department of Education's Internet web
1589 site.

1590 Sec. 26. (*Effective from passage*) (a) Not later than January 1, 2028, the
1591 Commissioner of Education shall, in consultation with the Office of
1592 Workforce Strategy, establish a two-year pilot program to provide
1593 educator externships for certified educators in order to allow such
1594 educators to participate in experiential learning with private sector
1595 employers for the purpose of aligning classroom instruction with
1596 current industry standards and workforce needs. In developing such
1597 program, the commissioner shall (1) establish criteria for identifying and
1598 screening employers for participation, (2) establish criteria for matching
1599 educators with externships based on subject matter relevance, (3)
1600 develop a curriculum that ensures incorporation of learned skills in the
1601 educator's future lesson plans, (4) establish eligibility for stipends for
1602 completion of an externship through such program by an educator, and
1603 (5) establish eligibility for grants for employers that participate in such
1604 program. The commissioner may contract with nongovernmental
1605 entities, including, but not limited to, nonprofit organizations, to carry
1606 out the provisions of this section.

1607 (b) For the school years commencing July 1, 2028, and July 1, 2029,
1608 the commissioner shall prioritize placement in such externship program
1609 established pursuant to subsection (a) of this section to educators (1)

1610 employed in a town designated as an alliance district, pursuant to
1611 section 10-262u of the general statutes, or (2) who teach a topic related
1612 to science, technology, engineering and mathematics, manufacturing or
1613 health care.

1614 Sec. 27. Section 31-3l of the general statutes is repealed and the
1615 following is substituted in lieu thereof (*Effective October 1, 2026*):

1616 (a) The members of a board shall be appointed by the chief elected
1617 officials of the municipalities in the region in accordance with the
1618 provisions of an agreement entered into by such municipalities. In the
1619 absence of an agreement the appointments shall be made by the
1620 Governor. The membership of each board shall satisfy the requirements
1621 for a local board as provided under the Workforce Innovation and
1622 Opportunity Act and include a regional workforce navigator described
1623 in subsection (b) of this section.

1624 (b) Each regional workforce navigator shall coordinate with the
1625 regional workforce development boards, the Governor's Workforce
1626 Council and the Labor Department in order to connect individuals
1627 participating in adult education programs and students enrolled in
1628 grades nine to twelve, inclusive, in a public school with workforce
1629 opportunities, including, but not limited to, internships,
1630 apprenticeships, job shadowing opportunities and credentials offered in
1631 the state. For purposes of this subsection "credential" has the same
1632 meaning as provided in section 10a-35b.

1633 Sec. 28. (*Effective from passage*) (a) Not later than October 1, 2026, the
1634 Chief Workforce Officer shall develop, in consultation with educational
1635 institutions, the regional workforce development boards and the
1636 Governor's Workforce Council, training on adult education programs in
1637 the state, including, but not limited to, funding streams for such
1638 programs and performance measures in order to ensure informed
1639 collaboration.

1640 (b) Not later than December 30, 2026, such training developed
1641 pursuant to subsection (a) of this section shall be provided to regional

1642 workforce navigators described in section 31-3l of the general statutes,
1643 as amended by this act.

1644 Sec. 29. (*Effective from passage*) (a) There is established a working
1645 group to study the effectiveness and benefits of co-instruction models of
1646 teaching utilized by public schools, including, but not limited to, co-
1647 instruction models that allow individuals without a professional
1648 certification under chapter 166 of the general statutes to teach
1649 collaboratively with a certified teacher.

1650 (b) The working group shall consist of the following members: (1)
1651 Two appointed by each chairperson of the joint standing committee of
1652 the General Assembly having cognizance of matters relating to
1653 education, and (2) one appointed by each ranking member of the joint
1654 standing committee of the General Assembly having cognizance of
1655 matters relating to education.

1656 (c) Not later than January 1, 2027, the working group shall report the
1657 results of such study to the joint standing committee of the General
1658 Assembly having cognizance of matters relating to education, in
1659 accordance with the provisions of section 11-4a of the general statutes.

1660 Sec. 30. (NEW) (*Effective October 1, 2026*) The Labor Commissioner
1661 shall post information on the Internet web site of the Labor Department
1662 concerning the Americans with Disabilities Act of 1990, as amended, 42
1663 USC 12101. Such information shall include, but need not be limited to,
1664 the definition of a disability under such act and how such definition
1665 relates to reasonable accommodations in the workplace. Such
1666 information shall be in a form available for downloading by an
1667 employer to display at such employer's place of business in both English
1668 and Spanish and posted on the department's Internet web site.

1669 Sec. 31. (NEW) (*Effective October 1, 2026*) (a) An employer shall
1670 provide written notice of an employee's right to reasonable
1671 accommodations in the workplace for a disability pursuant to the
1672 Americans with Disabilities Act of 1990, as amended, 42 USC 12101, to:
1673 (1) New employees at the commencement of employment; (2) existing

1674 employees within one hundred twenty days of October 1, 2026; and (3)
1675 any employee who notifies the employer of such employee's disability
1676 within ten days of such notification.

1677 (b) An employer may comply with the provisions of subsection (a) of
1678 this section by displaying the poster created by the Labor Commissioner
1679 for purposes of this section in a conspicuous place, accessible to
1680 employees, at the employer's place of business.

1681 (c) The Labor Commissioner may adopt regulations, in accordance
1682 with chapter 54 of the general statutes, to establish additional
1683 requirements concerning the means by which employers shall provide
1684 such notice.

1685 Sec. 32. Section 31-40w of the general statutes is repealed and the
1686 following is substituted in lieu thereof (*Effective October 1, 2026*):

1687 (a) [Any employee may, at her discretion,] An employer shall provide
1688 reasonable break times for an employee to express breast milk for such
1689 employee's nursing child or breastfeed on site at [her] such employee's
1690 workplace [during her meal or break period] in addition to such
1691 employee's scheduled breaks.

1692 (b) An employer shall make reasonable efforts to provide a room or
1693 other location, in close proximity to the work area, other than a toilet
1694 stall, where the employee can express [her] such employee's milk in
1695 private, and provided there is no undue hardship, such room or other
1696 location shall (1) be free from intrusion and shielded from the public
1697 while such employee expresses breast milk, (2) include or be situated
1698 near a refrigerator or employee-provided portable cold storage device
1699 in which the employee can store [her] such employee's breast milk, and
1700 (3) include access to an electrical outlet.

1701 (c) An employer shall not discriminate against, discipline or take any
1702 adverse employment action against any employee because such
1703 employee has elected to exercise [her] such employee's rights under
1704 subsection (a) of this section.

1705 (d) As used in this section, "employer" means a person engaged in
1706 business who has one or more employees, including the state and any
1707 political subdivision of the state; "employee" means any person engaged
1708 in service to an employer in the business of the employer; "reasonable
1709 efforts" means any effort that would not impose an undue hardship on
1710 the operation of the employer's business; and "undue hardship" means
1711 any action that requires significant difficulty or expense when
1712 considered in relation to factors such as the size of the business, its
1713 financial resources and the nature and structure of its operation.

1714 Sec. 33. Subsection (n) of section 19a-89e of the 2026 supplement to
1715 the general statutes is repealed and the following is substituted in lieu
1716 thereof (*Effective October 1, 2026*):

1717 (n) (1) Each hospital shall report biannually to the Department of
1718 Public Health, in a form and manner prescribed by the Commissioner
1719 of Public Health, whether it has been in compliance, for the previous six
1720 months, with at least eighty per cent of the nurse staffing assignments
1721 as required by any component outlined in the nurse staffing plan
1722 developed pursuant to subsections (d) and (e) of this section. Each
1723 hospital shall submit such reports not later than January fifteenth for the
1724 most recent six-month period ending on January first, and not later than
1725 July fifteenth for the most recent six-month period ending on July first.

1726 (2) Not later than January 1, 2027, the Commissioner of Public Health,
1727 in consultation with an organization that represents hospitals in the
1728 state, shall establish a report concerning the number of variations from
1729 the nurse staffing plans developed pursuant to subsections (d) and (e)
1730 of this section by hospitals in the state. Such report shall include (A) the
1731 number of times a hospital-wide variation from such nurse staffing
1732 plans occurred, and (B) the number of times there was a unit level
1733 variation from such nurse staffing plans by a hospital. Such report shall
1734 be submitted, in accordance with the provisions of section 11-4a to the
1735 joint standing committees of the General Assembly having cognizance
1736 of matters relating to public health and labor.

1737 Sec. 34. (NEW) (*Effective from passage*) (a) For the fiscal year ending
1738 June 30, 2027, and each fiscal year thereafter, the Department of Public
1739 Health shall, within available appropriations, establish and administer
1740 a grant program for the purpose of expanding certified nursing assistant
1741 training programs in the greater Hartford area and rural communities
1742 in the state. Under the program, the department shall provide grants to
1743 organizations that provide education and training to prospective
1744 certified nursing assistants in such areas of the state. Such expansion
1745 shall, to the extent possible, utilize federal funds provided pursuant to
1746 the Rural Health Transformation Program established pursuant to 42
1747 USC 1397ee(h) to aid education and training programs provided rural
1748 communities. An organization may submit an application for a grant
1749 under this section in a form and manner prescribed by the
1750 Commissioner of Public Health.

1751 (b) Not later than December 31, 2028, and biennially thereafter, the
1752 department shall submit a report, in accordance with the provisions of
1753 section 11-4a of the general statutes, to the joint standing committee of
1754 the General Assembly having cognizance of matters relating to public
1755 health on the implementation of the program. Such report shall include,
1756 but need not be limited to, an evaluation of the program.

1757 Sec. 35. (NEW) (*Effective October 1, 2026*) (a) (1) Not later than January
1758 1, 2027, and annually thereafter, in accordance with the findings of the
1759 study described in subsection (b) of this section, the Labor
1760 Commissioner shall update the informational web page, hosted on the
1761 Internet web site of the Labor Department, which serves as a central
1762 repository of information, resources and materials, including links to
1763 external sources of such information, resources and materials, regarding
1764 job training, career counseling, workforce development organizations,
1765 employers who are veteran and military-friendly or who establish and
1766 commit to meeting targets for the hiring of veterans and current and
1767 former members of the armed forces, and other topics relevant to the
1768 state's population of current and former members of the armed forces
1769 who may be transitioning from military service to a professional
1770 occupation in the civilian workforce. On and after January 1, 2027, the

1771 commissioner shall (A) post in a conspicuous location on such
1772 informational web page details of relevant employment assistance
1773 programming administered by the Military Department, as described in
1774 subsection (a) of section 36 of this act, and the annual job fair conducted
1775 by the Military Department, as described in subsection (b) of section 36
1776 of this act, and (B) undertake efforts to optimize the visibility of such
1777 informational web page in Internet search engine results.

1778 (2) On and after January 1, 2027, the Labor Commissioner, in
1779 consultation with the Commissioner of Veterans Affairs and the
1780 Adjutant General, shall annually solicit known and reputable providers
1781 of the information, resources and materials described in subdivision (1)
1782 of this subsection for items to be included on the informational web page
1783 described in said subdivision.

1784 (b) (1) Not later than January 1, 2028, the Labor Commissioner shall
1785 study models from other states within the northeast region of the United
1786 States that deploy technology, including, but not limited to, artificial
1787 intelligence, as defined in section 4-68jj of the general statutes, to connect
1788 current and former members of the armed forces with prospective
1789 employers based on such members' military occupational specialties,
1790 educational backgrounds and professional backgrounds. The
1791 commissioner shall use the findings from such study to update the
1792 informational web page described in subdivision (1) of subsection (a) of
1793 this section.

1794 (2) Not later than February 1, 2028, the Labor Commissioner shall
1795 submit a report on the commissioner's findings and recommendations
1796 to the joint standing committee of the General Assembly having
1797 cognizance of matters relating to veterans' and military affairs, in
1798 accordance with the provisions of section 11-4a of the general statutes.

1799 (c) (1) On and after January 1, 2027, the Commissioner of Veterans
1800 Affairs shall send a periodic electronic mail newsletter, containing
1801 relevant resources and materials included on the informational web
1802 page described in subdivision (1) of subsection (a) of this section, to

1803 interested recipients. The Labor Commissioner shall make available on
1804 such informational page a form through which interested persons can
1805 request to receive such periodic electronic mail newsletter, and shall
1806 each month forward to the Commissioner of Veterans Affairs the
1807 electronic mail addresses of those interested recipients who have made
1808 such request during the preceding month.

1809 (2) On and after January 1, 2027, the Commissioner of Veterans
1810 Affairs shall post in a conspicuous location on the Internet web site of
1811 the Department of Veterans Affairs a link to the informational web page
1812 described in subdivision (1) of subsection (a) of this section.

1813 Sec. 36. (NEW) (*Effective October 1, 2026*) (a) Not later than January 1,
1814 2028, the Adjutant General, in consultation with the Labor
1815 Commissioner and within existing resources, shall increase promotion
1816 of, and periodically make improvements to, the state-based
1817 employment assistance program developed and administered by the
1818 Military Department for the provision of advice and information to
1819 current and former members of the National Guard, who are
1820 considering available educational and occupational opportunities. The
1821 Adjutant General may (1) tailor such promotion and improvements to
1822 better supplement any federally funded transition assistance program,
1823 and (2) appoint such personnel as necessary to support, administer and
1824 coordinate state transition assistance and related programs.

1825 (b) On and after January 1, 2027, the Adjutant General, in consultation
1826 with the Labor Commissioner and the Commissioner of Veterans
1827 Affairs, shall conduct an annual job fair for purposes of (1) promoting
1828 employment of current and former members of the National Guard, and
1829 (2) inviting representatives of employers in this state to attend and
1830 provide information about prospective employment opportunities with
1831 such employers. The Adjutant General shall publicize such job fair on
1832 the Internet web site of the Military Department and shall include
1833 information about such job fair in any periodic electronic mail
1834 correspondence sent from the Military Department to interested
1835 recipients.

1836 Sec. 37. (*Effective from passage*) (a) Not later than August 1, 2026, the
1837 Commissioner of Economic and Community Development shall consult
1838 with the Labor Commissioner, the Commissioner of Veterans Affairs
1839 and any other official, organization or entity the Commissioner of
1840 Economic and Community Development deems appropriate for the
1841 purpose of developing legislative recommendations for promoting
1842 employment in the state of current and former members of the armed
1843 forces, including members of any reserve component thereof, and of the
1844 National Guard. In developing such legislative recommendations, the
1845 Commissioner of Economic and Community Development may
1846 examine the efficacy of various incentives, including, but not limited to,
1847 tax credits, wage subsidies and reimbursements for training.

1848 (b) Not later than January 15, 2027, the Commissioner of Economic
1849 and Community Development shall submit a report containing the
1850 legislative recommendations developed pursuant to subsection (a) of
1851 this section to the joint standing committees of the General Assembly
1852 having cognizance of matters relating to labor, veterans' and military
1853 affairs and commerce, in accordance with the provisions of section 11-
1854 4a of the general statutes.

1855 Sec. 38. Section 31-13a of the general statutes is repealed and the
1856 following is substituted in lieu thereof (*Effective October 1, 2026*):

1857 (a) [With] Subject to the provisions of subsection (c) of this section,
1858 with each wage payment each employer shall furnish to each employee,
1859 in writing or, with the employee's explicit consent, electronically, a
1860 record of hours worked, the gross earnings showing straight time and
1861 overtime as separate entries, itemized deductions and net earnings,
1862 except that the furnishing of a record of hours worked and the
1863 separation of straight time and overtime earnings shall not apply in the
1864 case of any employee with respect to whom the employer is specifically
1865 exempt from the keeping of time records and the payment of overtime
1866 under the Connecticut Minimum Wage Act or the Fair Labor Standards
1867 Act.

1868 (b) If the record of hours is furnished electronically pursuant to
1869 subsection (a) of this section, the employer shall provide a means for
1870 each employee to securely, privately and conveniently access and print
1871 such record. The employer shall incorporate reasonable safeguards
1872 regarding any information contained in the record furnished
1873 electronically pursuant to subsection (a) of this section to protect the
1874 confidentiality of an employee's personal information.

1875 (c) (1) For purposes of this subsection, "employer" means a person
1876 engaged in any activity, enterprise or business who employs one
1877 hundred or more employees, including the state and any political
1878 subdivision thereof.

1879 (2) Each employer shall create a guide for pay codes for overtime and
1880 the employer's most commonly used pay differentials, which may
1881 include shift differentials, on-call pay, hazard pay, call-back pay,
1882 holiday or weekend pay or geographical pay differentials used by the
1883 employer in such records furnished pursuant to subsection (a) of this
1884 section. Each such guide shall, if applicable, include not less than ten
1885 pay codes and be posted on the employer's Internet web site in English,
1886 Spanish and the other most common languages spoken by employees of
1887 the employer and include contact information of the designated office
1888 or individual who will handle employee disputes regarding calculations
1889 of hours and pay differentials. An employer shall update such guide
1890 each time a new pay code used for overtime or any pay differentials is
1891 added by the employer.

1892 (3) An employer shall (A) provide the Internet web site address to
1893 such guide required pursuant to subdivision (2) of this subsection to an
1894 employee upon hire, and (B) include the Internet web site address to
1895 such guide on each record of hours furnished to an employee pursuant
1896 to subsection (a) of this section. An employer may comply with the
1897 provisions of this subdivision by providing a written copy of such guide
1898 to an employee upon hire in English and the primary language of such
1899 employee.

1900 (4) An employer shall be deemed in compliance with the provisions
1901 of this subsection if such employer uses a third-party payroll services
1902 company that provides a guide for the pay codes that satisfies the
1903 provision of subdivision (2) of this subsection.

1904 (5) Nothing in this subsection shall be construed to require an
1905 employer to (A) establish and maintain an Internet web site if such
1906 employer does not currently maintain an Internet web site, or (B)
1907 establish new pay codes in order to satisfy the provisions of this section.

1908 Sec. 39. (NEW) (*Effective from passage*) The State Fire Administrator
1909 shall establish and administer a grant program for the purposes of
1910 providing grants-in-aid to junior firefighter programs administered by
1911 volunteer fire departments. The State Fire Administrator shall post in a
1912 conspicuous place on the Division of Fire Services within the
1913 Department of Emergency Services and Public Protection's Internet web
1914 site a description of the grant program, including, but not limited to,
1915 eligibility criteria and the application process for the program. A
1916 volunteer fire department shall apply for such grants for its junior
1917 firefighter program on such forms and in such manner as determined
1918 by the State Fire Administrator.

1919 Sec. 40. Subsection (e) of section 31-58 of the general statutes is
1920 repealed and the following is substituted in lieu thereof (*Effective October*
1921 *1, 2026*):

1922 (e) "Employee" means any individual employed or permitted to work
1923 by an employer but shall not include any individual employed in camps
1924 or resorts which are open no more than six months of the year or in
1925 domestic service in or about a private home, except any individual in
1926 domestic service employment as defined in the regulations of the federal
1927 Fair Labor Standards Act, or an individual employed in a bona fide
1928 executive, administrative or professional capacity as defined in the
1929 regulations of the Labor Commissioner or an individual employed by
1930 the federal government, or any individual engaged in the activities of
1931 an educational, charitable, religious, scientific, historical, literary or

1932 nonprofit organization where the employer-employee relationship does
1933 not, in fact, exist or where the services rendered to such organizations
1934 are on a voluntary basis, or any individual employed as a head resident
1935 or resident assistant by a college or university, or any individual
1936 engaged in baby sitting, or an outside salesman as defined in the
1937 regulations of the federal Fair Labor Standards Act, or any individual
1938 employed by a nonprofit theater, provided such theater does not
1939 operate for more than seven months in any calendar year, or a member
1940 of the armed forces of the state performing military duty, as such terms
1941 are defined in section 27-61, or any individual who has entered into a
1942 contract to play minor league baseball and is compensated pursuant to
1943 the terms of a collective bargaining agreement;

1944 Sec. 41. (NEW) (*Effective from passage*) (a) Not later than July 1, 2027,
1945 the president of The University of Connecticut shall establish a
1946 recruitment and retention program for The University of Connecticut
1947 special police forces and fire department to address critical staffing
1948 shortages and high resignation rates. As part of such program, the
1949 president of The University of Connecticut shall develop: (1) Salary
1950 schedules for all sworn members of the university's special police forces
1951 and all members of the fire department, and (2) an education benefit to
1952 reward such members' long-term commitment and acquisition of
1953 institutional knowledge critical to higher education and hospital
1954 environments.

1955 (b) (1) The salary schedules described in subdivision (1) of subsection
1956 (a) of this section shall: (A) Align the compensation rates of the sworn
1957 members of the university's special police forces and the members of the
1958 fire department with the compensation rates of members of comparable
1959 municipal and state law enforcement and fire service agencies to
1960 eliminate any pay disparities between the members of such agencies
1961 and the sworn members of the university's special police forces and the
1962 members of the fire department, and (B) eliminate any significant step
1963 overlaps between ranks to ensure that supervisors do not earn less than
1964 the personnel they supervise.

1965 (2) The president shall provide the salary schedules developed
1966 pursuant to subdivision (1) of this subsection to the Office of Labor
1967 Relations and the collective bargaining unit representing the sworn
1968 members of the university's special police forces and the members of the
1969 fire department. Such salary schedules: (A) Shall be a mandatory subject
1970 of the negotiations between the Office of Labor Relations and such
1971 collective bargaining unit (i) relating to salary, including, but not limited
1972 to, any wage reopener, and (ii) next occurring after the president has
1973 provided such salary schedules to said office and the collective
1974 bargaining unit, and (B) may be a subject of any negotiations between
1975 the Office of Labor Relations and such collective bargaining unit
1976 occurring after the president has provided such salary schedules to said
1977 office and the collective bargaining unit, but before the negotiations
1978 described in subparagraph (A) of this subdivision, by mutual agreement
1979 of said office and such bargaining unit.

1980 (c) (1) The president of The University of Connecticut shall develop
1981 the parameters of the education benefit described in subdivision (2) of
1982 subsection (a) of this section. Such parameters: (A) May include, but
1983 need not be limited to, tuition reimbursement or university fee waivers,
1984 and (B) shall (i) include, but need not be limited to, the required years
1985 of service for eligibility, and (ii) allow dependents of the sworn members
1986 of the university's special police forces and the members of the fire
1987 department to be eligible for such education benefit, under terms and
1988 conditions established by the president.

1989 (2) The president shall provide a written description of the
1990 parameters of the education benefit developed pursuant to subdivision
1991 (1) of this subsection to The University of Connecticut Board of Trustees
1992 for approval. Notwithstanding the provisions of any applicable
1993 collective bargaining agreement or chapter 68 of the general statutes,
1994 upon approval by the board, the education benefit shall be implemented
1995 without modification.

1996 Sec. 42. (NEW) (*Effective from passage*) Not later than January 1, 2027,
1997 and annually thereafter, the president of The University of Connecticut

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

2016 Sec. 43. Subsection (d) of section 10a-156b of the general statutes is
2017 repealed and the following is substituted in lieu thereof (*Effective from*
2018 *passage*):

2019 (d) [The] Notwithstanding the provisions of chapter 68, the president
2020 of The University of Connecticut shall establish classifications for the
2021 special police forces positions for The University of Connecticut at Storrs
2022 and its several campuses, including The University of Connecticut
2023 Health Center in Farmington, using objective job-related criteria,
2024 including, but not limited to: (1) Knowledge and skill required to carry
2025 out the duties of each position, including the skill required (A) in high-
2026 density campus environments, (B) to provide student-focused
2027 community outreach services, and (C) to provide specialized emergency
2028 services within The University of Connecticut Health Center in
2029 Farmington, (2) mental and physical effort required to carry out the
2030 duties of each position, [and] (3) the level of accountability assigned to
2031 each position, and (4) the responsibilities associated with exercising

2032 jurisdiction at multiple campuses throughout the state. The president
2033 shall establish and administer all necessary examinations for such
2034 special police forces.

2035 Sec. 44. (NEW) (*Effective July 1, 2027*) (a) As used in this section and
2036 sections 45 to 47, inclusive, of this act:

2037 (1) "Public utility pole" means a pole, including a portion of a pole,
2038 owned by a telephone company or an electric distribution company that
2039 is used to support wires for (A) the distribution of electricity, (B)
2040 telecommunications services, as defined in section 16-247a of the
2041 general statutes, or (C) the lighting of streets or sidewalks;

2042 (2) "Double utility poles" means a replacement public utility pole
2043 built or installed alongside, or attached to, an existing public utility pole,
2044 or a portion of an existing public utility pole, for the purpose of
2045 transferring the wires from the existing utility pole to the replacement
2046 utility pole, provided the existing public utility pole, including any
2047 portion of such utility pole, has not been removed after the installation
2048 of the replacement utility pole;

2049 (3) "Utility pole custodian" means the electric distribution company
2050 or telephone company with a duty to maintain a public utility pole;

2051 (4) "Utility pole attachment database system" means a software
2052 system designated by the Public Utilities Regulatory Authority for the
2053 purpose of maintaining a database of attachments to public utility poles
2054 in the state;

2055 (5) "User" means any person or entity that is not the owner of a public
2056 utility pole who maintains equipment of any sort on such pole, except
2057 when a public utility pole is owned by more than one person or entity,
2058 the person or entity that is a partial owner of such pole and that is not
2059 performing the removal or replacement work shall be considered a
2060 "user" for the purposes of this section and section 45 of this act. "User"
2061 does not include any municipality or political subdivision of the state or
2062 an electric distribution company if such company owns the public utility

2063 pole;

2064 (6) "Electric distribution company" has the same meaning as
2065 provided in section 16-1 of the general statutes;

2066 (7) "Telephone company" has the same meaning as provided in
2067 section 16-1 of the general statutes; and

2068 (8) "Complex transfer" means work to transfer a public utility pole
2069 attachment that would be reasonably likely to cause a service outage or
2070 damage to any other such attachments, including work such as splicing
2071 a communication attachment or relocating existing wireless
2072 attachments. Any transfer involving mobile, fixed, and point-to-point
2073 wireless communications and attachments owned by wireless Internet
2074 service providers shall be deemed a complex transfer.

2075 (b) A utility pole custodian, or the custodian's agent, shall deliver
2076 notice of any removal and replacement work concerning such utility
2077 pole to each user of such utility pole not more than seventy-two hours
2078 (1) after starting any such work if such work is planned, or (2) after such
2079 work is completed if such work was unplanned and necessary to correct
2080 a hazardous condition on an emergency basis. Such notice shall describe
2081 the location of the public utility pole, the nature of the work completed
2082 or to be completed, the date upon which such work was completed or is
2083 to be completed and the delivery date of such notice. Such notice shall
2084 be delivered to each user of the public utility pole by electronic means
2085 through the utility pole attachment database system.

2086 (c) Except as provided in section 46 of this act, each user of a public
2087 utility pole that receives notice of work pursuant to subsection (b) of this
2088 section shall transfer its equipment from the existing public utility pole
2089 to the replacement public utility pole not later than (1) twenty days after
2090 receiving such notice if such notice requires the transfer of equipment
2091 from fifty or fewer public utility poles, or (2) forty-five days after
2092 receiving such notice if such notice requires the transfer of equipment
2093 from greater than fifty public utility poles. Upon the completion of the
2094 work to transfer equipment pursuant to this subsection, the user shall

2095 provide notice by electronic means through the utility pole attachment
2096 database system to the utility pole custodian that such work has been
2097 completed.

2098 (d) (1) Except as provided in section 46 of this act, if a user fails to
2099 complete the work required to transfer the user's equipment in the time
2100 required under subsection (c) of this section, the telephone company, or
2101 such company's agent, may complete such work on the user's behalf.
2102 Such company, or such company's agent, may submit a bill to such user
2103 based on the prevailing rate of wages established pursuant to section 31-
2104 53 of the general statutes, as amended by this act, for any such work
2105 completed on behalf of such user. Such user shall pay such bill not later
2106 than sixty days after receipt.

2107 (2) A user shall not be in violation of this section if (A) such user is
2108 prevented from timely completing the transfer of such user's equipment
2109 due solely to a municipality's failure to timely remove or transfer any
2110 equipment owned by such municipality or a political subdivision of the
2111 municipality, (B) a telephone company, or such company's agent, fails
2112 to complete any work required to transfer such user's equipment
2113 pursuant to subdivision (1) of this subsection, or (C) the user can
2114 demonstrate good cause to the authority why such user failed to timely
2115 complete such transfer, including, but not limited to, the presence of an
2116 unidentified attachment to a public utility pole, a significant weather
2117 event that precludes or delays the timely completion of required work,
2118 the existence of a declared emergency in the state, or if the transfer is a
2119 complex transfer. Nothing in this section shall be construed to excuse
2120 such user from completing such work within a reasonable period of
2121 time, considering the circumstances of such work, as determined by the
2122 authority.

2123 (e) (1) Except as provided in subdivision (2) of this subsection, a user
2124 that fails to transfer the user's equipment to a replacement public utility
2125 pole in compliance with subsection (c) of this section or fails to pay a bill
2126 submitted to such user pursuant to subsection (d) of this section within
2127 sixty days of receipt shall be in violation of this section. The Public

2128 Utilities Regulatory Authority may impose, by order of the authority, a
2129 civil penalty not to exceed one hundred dollars for each violation of
2130 subsection (c) of this section, and in the case of a continued violation,
2131 each day thereof shall be deemed a separate violation. The authority
2132 shall impose any such civil penalty in accordance with the procedure
2133 established in section 16-41 of the general statutes.

2134 (2) The authority shall impose no penalty on a user pursuant to this
2135 subsection if (A) the user of a public utility pole was prevented from
2136 completing the transfer of such user's equipment due solely to a
2137 municipality's failure to timely remove or transfer any equipment
2138 owned by such municipality or a political subdivision of the
2139 municipality, (B) a telephone company, or such company's agent, fails
2140 to complete any work required to transfer such user's equipment
2141 pursuant to subsection (d) of this section, or (C) the user can
2142 demonstrate good cause to the authority why such user failed to timely
2143 complete such transfer, including, but not limited to, the presence of an
2144 unidentified attachment to a public utility pole, a significant weather
2145 event that precludes or delays the timely completion of required work,
2146 the existence of a declared emergency in the state, or if the transfer is a
2147 complex transfer. If the authority finds the user has demonstrated good
2148 cause pursuant to subparagraph (C) of this subdivision, the authority
2149 shall issue a written decision that articulates the basis for such finding.

2150 (f) (1) An electric distribution company or telephone company that
2151 removes a public utility pole, including any portion of such a utility
2152 pole, and installs a replacement public utility pole shall complete the
2153 transfer of any wires or equipment owned by the electric distribution
2154 company or telephone company not later than forty-five days after such
2155 company receives notice of work pursuant to subsection (b) of this
2156 section.

2157 (2) An electric distribution company or telephone company that fails
2158 to comply with subdivision (1) of this subsection shall be in violation of
2159 this section. The Public Utilities Regulatory Authority may impose, by
2160 order of the authority, a civil penalty not to exceed one hundred dollars

2161 for each violation of this subsection, and in the case of a continued
2162 violation, each day thereof shall be deemed a separate violation. The
2163 authority shall impose any such civil penalty in accordance with the
2164 procedure established in section 16-41 of the general statutes, except
2165 when such company can demonstrate good cause to the authority why
2166 such company failed to timely complete such transfer, including, but not
2167 limited to, the presence of an unidentified attachment to a public utility
2168 pole, a significant weather event that precludes or delays the timely
2169 completion of required work, the existence of a declared emergency in
2170 the state, or if the transfer is a complex transfer. If the authority finds the
2171 company has demonstrated good cause, the authority shall issue a
2172 written decision that articulates the basis for such finding.

2173 (g) The Public Utilities Regulatory Authority shall remit the amount
2174 of any civil penalty collected pursuant to this section or section 45 of this
2175 act to the Commissioner of Social Services for the purpose of providing
2176 funding for the Connecticut energy assistance program administered by
2177 the commissioner pursuant to section 17b-2 of the general statutes.

2178 (h) The Public Utilities Regulatory Authority may adopt regulations,
2179 in accordance with chapter 54 of the general statutes, to implement the
2180 provisions of this section and section 45 of this act.

2181 Sec. 45. (NEW) (*Effective July 1, 2027*) (a) On and after July 1, 2027, and
2182 not less than every six months thereafter, each utility pole custodian
2183 shall compile a list of any users who have failed to complete work
2184 required to transfer the user's equipment in compliance with subsection
2185 (c) of section 44 of this act. Each utility pole custodian shall submit such
2186 list to the Public Utilities Regulatory Authority.

2187 (b) On and after October 1, 2027, and not less than every six months
2188 thereafter, based on any list submitted pursuant to subsection (a) of this
2189 section, the Public Utilities Regulatory Authority shall post on the
2190 Internet web site of the authority a list of users with an aggregate
2191 number of public utility pole attachments for which the user has not yet
2192 completed a transfer as required pursuant to subsection (c) of section 44

2193 of this act that is three per cent or greater of the total number of public
2194 utility poles to which the user has an attachment in the state.

2195 (c) Any user identified in a list compiled pursuant to subsection (b)
2196 of this section shall provide the authority with a written explanation of
2197 why such user has failed to comply with the provisions of subsection (c)
2198 of section 44 of this act.

2199 (d) Not later than January 1, 2029, each electric distribution company
2200 and telephone company shall undertake any work required pursuant to
2201 section 44 of this act to eliminate double utility poles in existence on
2202 January 1, 2027. Any such company that fails to perform the work
2203 required to eliminate such double utility poles on or before January 1,
2204 2029, shall be in violation of this section. The Public Utilities Regulatory
2205 Authority may impose, by order of the authority, a civil penalty not to
2206 exceed one hundred dollars for each violation of this section, and in the
2207 case of a continued violation, each day thereof shall be deemed a
2208 separate violation. The authority shall impose any such civil penalty in
2209 accordance with the procedure established in section 16-41 of the
2210 general statutes.

2211 Sec. 46. (NEW) (*Effective July 1, 2027*) A user shall be exempt from the
2212 provisions of subsections (c) and (d) of section 44 of this act and
2213 subsections (c) and (d) of section 45 of this act if the user is not identified
2214 on the list published by the Public Utilities Regulatory Authority
2215 pursuant to subsection (b) of section 45 of this act.

2216 Sec. 47. (NEW) (*Effective October 1, 2026*) Not later than December 1,
2217 2026, the Public Utilities Regulatory Authority shall initiate a docket for
2218 the purpose of developing a recommended damage liability clause that
2219 shall be adopted by any public utility pole custodian in any contract or
2220 other agreement with a user of such pole. The damage liability clause
2221 shall address scenarios in which, in the process of transferring an
2222 attachment or equipment from one such pole to another such pole, a
2223 user damages an attachment or other equipment of another user of such
2224 pole. Such damage liability clause shall establish a mechanism for

2225 reimbursement for damage in an amount less than one hundred
2226 thousand dollars, and the submission to the authority for resolution of
2227 damages in the amount of one hundred thousand dollars or greater.

2228 Sec. 48. (*Effective October 1, 2026*) The Labor Commissioner and the
2229 Chief Manufacturing Officer, in consultation with the Commissioner of
2230 Veterans Affairs, shall, within available appropriations, post
2231 information on the Internet web sites of the Labor Department and the
2232 Office of Manufacturing concerning benefits and services available to
2233 veterans, as defined in section 27-103 of the general statutes, in the state.
2234 Such information shall be in a form available for downloading by an
2235 employer to display at such employer's place of business.

2236 Sec. 49. (NEW) (*Effective October 1, 2026*) The Commissioner of
2237 Administrative Services, in consultation with the Commissioner of
2238 Emergency Services and Public Protection and the State Fire
2239 Administrator, shall establish a job classification for part-time fire
2240 service instructors within the Division of Fire Services Administration
2241 within the Department of Emergency Services and Public Protection.

2242 Sec. 50. (*Effective from passage*) The Comptroller shall conduct a study
2243 of health insurance coverage for retired police officers and firefighters
2244 in the state. Such study shall include, but need not be limited to, an
2245 assessment of any gaps in, or lack of, health insurance coverage, or
2246 diminished health insurance coverage for police officers and firefighters
2247 in the state who are no longer employed as police officers or firefighters
2248 due to normal retirement or early retirement as a result of any illness or
2249 injury. Not later than January 1, 2027, the Comptroller shall submit a
2250 report, in accordance with the provisions of section 11-4a of the general
2251 statutes, to the joint standing committee of the General Assembly
2252 having cognizance of matters relating to labor and public employees on
2253 the findings of such study. For purposes of this section, "police officer"
2254 has the same meaning as provided in section 7-294a of the general
2255 statutes and "firefighter" has the same meaning as provided in section
2256 7-313g of the general statutes.

2257 Sec. 51. (NEW) (*Effective July 1, 2026*) (a) For purposes of this section,
2258 "reasonable assurance" means:

2259 (1) An offer of employment to an individual for the following school
2260 year, whether written, oral or implied, provided such offer: (A) Was
2261 made by an employee of a local or regional board of education, regional
2262 educational service center, governing authority for a state charter school
2263 or an endowed or incorporated academy approved by the State Board
2264 of Education pursuant to section 10-34 of the general statutes, who has
2265 authority to make such offer; (B) is for services in the same capacity as
2266 the individual provided in the prior school year; (C) provides wages or
2267 a salary in an amount not less than ninety per cent of the amount paid
2268 to such individual, in the aggregate, by every educational institution for
2269 which such individual worked during the prior school year; and (D) is
2270 not contingent on factors within the control of such board of education,
2271 regional educational service center, governing authority or endowed or
2272 incorporated academy, including, but not limited to, course
2273 programming, allocation of available funding, program modifications
2274 or facility availability; and

2275 (2) It is highly probable that such individual will provide services in
2276 the same capacity during the following school year based on the totality
2277 of circumstances of the case, including, but not limited to, availability of
2278 funding, past enrollment levels, the individual's level of seniority and
2279 the nature of the contingencies on the offer.

2280 (b) Not later than ten days before the last day of regular school
2281 sessions, each local or regional board of education, regional educational
2282 service center, governing authority for a state charter school or an
2283 endowed or incorporated academy approved by the State Board of
2284 Education pursuant to section 10-34 of the general statutes in the state
2285 shall submit to the Labor Department, in the form and manner
2286 prescribed by the Labor Commissioner: (1) A list of each individual who
2287 (A) was employed as a paraeducator for such board of education,
2288 regional educational service center, governing authority or endowed or
2289 incorporated academy, and (B) does not have a reasonable assurance of

2290 providing such services in the same capacity the following school year,
2291 including such individual's name and Social Security number, and (2) a
2292 list of each individual who (A) was employed as a paraeducator for such
2293 board of education, regional educational service center, governing
2294 authority or endowed or incorporated academy, and (B) has a
2295 reasonable assurance of providing such services in the same capacity
2296 during the following school year or during the period following a school
2297 holiday or school vacation, including a description of the manner in
2298 which such reasonable assurance was provided to such individual,
2299 including, but not limited to, whether an offer was made in writing,
2300 orally or implied, the nature of any contingencies in the offer and the
2301 information about the offer communicated to the individual.

2302 (c) The information required pursuant to subsection (b) of this section
2303 may be considered by the Labor Commissioner for purposes of
2304 determining eligibility for benefits pursuant to chapter 567 of the
2305 general statutes, provided such information shall not be conclusive
2306 evidence of reasonable assurance in any case.

2307 Sec. 52. Section 10-155k of the general statutes is repealed and the
2308 following is substituted in lieu thereof (*Effective July 1, 2026*):

2309 On and after July 1, 2013, the Commissioner of Education shall
2310 establish a School Paraprofessional Advisory Council, which on and
2311 after July 1, 2021, shall be known as the School Paraeducator Advisory
2312 Council, consisting of (1) [one paraeducator] five paraeducators from
2313 [each] state-wide bargaining representative [organization]
2314 organizations that [represents] represent paraeducators with
2315 instructional responsibilities nominated by the Connecticut AFL-CIO,
2316 (2) one representative from each of the exclusive bargaining units for
2317 certified employees, chosen pursuant to section 10-153b, (3) the most
2318 recent recipient of the Connecticut Paraeducator of the Year Award, (4)
2319 two representatives from the regional educational service centers,
2320 appointed by the Commissioner of Education, and (5) a school
2321 administrator, appointed by the Connecticut Federation of School
2322 Administrators. The council shall hold quarterly meetings and advise,

2323 at least quarterly, the Commissioner of Education, or the
2324 commissioner's designee, of the needs for (A) professional development
2325 and the training of paraeducators and the effectiveness of the content
2326 and the delivery of existing training for such paraeducators, (B)
2327 appropriate staffing strategies for paraeducators, and (C) consideration
2328 of other relevant issues relating to paraeducators. The council shall
2329 report, annually, in accordance with the provisions of section 11-4a, on
2330 the recommendations given to the commissioner, or the commissioner's
2331 designee, pursuant to the provisions of this section, to the joint standing
2332 committee of the General Assembly having cognizance of matters
2333 relating to education.

2334 Sec. 53. Subsection (e) of section 29-4 of the general statutes is
2335 repealed and the following is substituted in lieu thereof (*Effective from*
2336 *passage*):

2337 (e) [Salaries] (1) Except as provided in an agreement executed
2338 pursuant to subdivision (2) of this section, salaries of the members of the
2339 Division of State Police within the Department of Emergency Services
2340 and Public Protection shall be fixed by the Commissioner of
2341 Administrative Services as provided in section 4-40. State police
2342 personnel may be promoted, demoted, suspended or removed by the
2343 commissioner, but no final dismissal from the service shall be ordered
2344 until a hearing has been had before the Commissioner of Emergency
2345 Services and Public Protection on charges preferred against such officer.
2346 Each state police officer shall, before entering upon such officer's duties,
2347 be sworn to the faithful performance of such duties. The Commissioner
2348 of Emergency Services and Public Protection shall designate an
2349 adequate patrol force for motor patrol work exclusively.

2350 (2) For any sworn member of the Division of State Police within the
2351 Department of Emergency Services and Public Protection assigned to a
2352 highway construction project administered by the Department of
2353 Transportation, such sworn member shall be paid at a rate established
2354 pursuant to an agreement executed between the Commissioner of
2355 Emergency Services and Public Protection and the Commissioner of

2356 Transportation on or after the effective date of this section.

2357 Sec. 54. Section 31-53 of the 2026 supplement to the general statutes
2358 is repealed and the following is substituted in lieu thereof (*Effective*
2359 *October 1, 2026*):

2360 (a) Each contract for the construction, remodeling, refinishing,
2361 refurbishing, rehabilitation, alteration or repair of any public works
2362 project by the state or any of its agents, or by any political subdivision
2363 of the state or any of its agents, including, on and after July 1, 2025, each
2364 contract for off-site custom fabrication for any such public works
2365 project, shall contain the following provision: "The wages paid on an
2366 hourly basis to any person performing the work of any mechanic,
2367 laborer or worker on the work herein contracted to be done and the
2368 amount of payment or contribution paid or payable on behalf of each
2369 such person to any employee welfare fund, as defined in subsection (i)
2370 of this section, shall be at a rate equal to the rate customary or prevailing
2371 for the same work in the same trade or occupation in the town in which
2372 such public works project is being constructed. Any contractor who is
2373 not obligated by agreement to make payment or contribution on behalf
2374 of such persons to any such employee welfare fund shall pay to each
2375 mechanic, laborer or worker as part of such person's wages the amount
2376 of payment or contribution for such person's classification on each pay
2377 day." For purposes of this subsection, "off-site custom fabrication"
2378 means the fabrication of mechanical systems that are fabricated at a site
2379 located within the state other than the location of a public works project,
2380 but are fabricated specifically for such public works project, including
2381 plumbing systems, heating systems, cooling systems, pipefitting
2382 systems, ventilation systems or exhaust duct systems. "Off-site custom
2383 fabrication" does not include components or materials that are stock
2384 shelf items or readily available.

2385 (b) If the commissioner, upon inspection or investigation of a
2386 complaint, believes that a contractor or subcontractor has knowingly or
2387 wilfully employed any mechanic, laborer or worker in the construction,
2388 remodeling, refinishing, refurbishing, rehabilitation, alteration or repair

2389 of any public works project for or on behalf of the state or any of its
2390 agents, or any political subdivision of the state or any of its agents, at a
2391 rate of wage on an hourly basis that is less than the rate customary or
2392 prevailing for the same work in the same trade or occupation in the town
2393 in which such public works project is being constructed, remodeled,
2394 refinished, refurbished, rehabilitated, altered or repaired, or who has
2395 failed to pay the amount of payment or contributions paid or payable
2396 on behalf of each such person to any employee welfare fund, or in lieu
2397 thereof to the person, as provided by subsection (a) of this section, such
2398 contractor or subcontractor shall be issued a citation and may be fined
2399 five thousand dollars for each offense. The commissioner shall maintain
2400 a list of any contractor or subcontractor that, during the three preceding
2401 calendar years, violates this section or enters into a settlement with the
2402 commissioner to resolve any claim brought by the commissioner
2403 pursuant to this section. For each contractor or subcontractor placed on
2404 such list, the commissioner shall record the following information: (1)
2405 The nature of the violation; (2) the total amount of wages and fringe
2406 benefits making up the violation or agreed upon in any settlement with
2407 the commissioner; and (3) the total amount of civil penalties and fines
2408 agreed upon by the commissioner. The commissioner shall review the
2409 list on the first day of May each year for the preceding rolling three-year
2410 period and may refer for debarment any contractor or subcontractor that
2411 committed a violation of this section during the rolling three-year
2412 period. The commissioner shall refer for debarment any contractor or
2413 subcontractor that entered into one or more settlement agreements with
2414 the commissioner where the sum total of all settlements within such
2415 period exceeds fifty thousand dollars in back wages or fringe benefits,
2416 or entered into one or more settlement agreements with the
2417 commissioner where the sum total of all settlements within such period
2418 exceeds fifty thousand dollars in civil penalties or fines agreed upon by
2419 the commissioner. Any contractor or subcontractor the commissioner
2420 refers for debarment may request a hearing before the commissioner.
2421 Such hearing shall be conducted in accordance with the provisions of
2422 chapter 54. In addition, if it is found by the contracting officer
2423 representing the state or political subdivision of the state that any

2424 mechanic, laborer or worker employed by the contractor or any
2425 subcontractor directly on the site for the work covered by the contract
2426 has been or is being paid a rate of wages less than the rate of wages
2427 required by the contract to be paid as required by this section, the state
2428 or contracting political subdivision of the state may (A) by written or
2429 electronic notice to the contractor, terminate such contractor's right to
2430 proceed with the work or such part of the work as to which there has
2431 been a failure to pay said required wages and to prosecute the work to
2432 completion by contract or otherwise, and the contractor and the
2433 contractor's sureties shall be liable to the state or the contracting political
2434 subdivision for any excess costs occasioned the state or the contracting
2435 political subdivision thereby, or (B) withhold payment of money to the
2436 contractor or subcontractor. The contracting department of the state or
2437 the political subdivision of the state shall, not later than two days after
2438 taking such action, notify the Labor Commissioner, in writing or
2439 electronically, of the name of the contractor or subcontractor, the project
2440 involved, the location of the work, the violations involved, the date the
2441 contract was terminated, and steps taken to collect the required wages.

2442 (c) The Labor Commissioner may make complaint to the proper
2443 prosecuting authorities for the violation of any provision of subsection
2444 (b) of this section.

2445 (d) For the purpose of predetermining the prevailing rate of wage on
2446 an hourly basis and the amount of payment, contributions and member
2447 benefits paid or payable on behalf of each person to any employee
2448 welfare fund, as defined in subsection (i) of this section, in each town
2449 where such contract is to be performed, the Labor Commissioner shall
2450 adopt the rate of wages on an hourly basis in accordance with the
2451 provisions of this section and section 31-76c₂ and the amount, at the
2452 journeyman rate, of payment, contributions and member benefits,
2453 including health, pension, annuity and apprenticeship funds, as
2454 recognized by the United States Department of Labor and the Labor
2455 Commissioner paid or payable on behalf of each person to any
2456 employee welfare fund, as defined in subsection (i) of this section, as
2457 established in the collective bargaining agreements or understandings

2458 between employers or employer associations and bona fide labor
2459 organizations for the same work in the same trade or occupation in the
2460 town in which the applicable public works project, as defined in section
2461 31-56a, is being constructed. For each trade or occupation for which
2462 more than one collective bargaining agreement is in effect for the town
2463 in which such project is being constructed, the collective bargaining
2464 agreement of historical jurisdiction shall prevail. For each trade or
2465 occupation for which there is no collective bargaining agreement in
2466 effect for the town in which the public works project is being
2467 constructed, the Labor Commissioner shall adopt and use such
2468 appropriate and applicable prevailing wage rate determinations as have
2469 been made by the Secretary of Labor of the United States under the
2470 provisions of the Davis-Bacon Act, as amended.

2471 (e) The Labor Commissioner shall determine the prevailing rate of
2472 wages on an hourly basis and the amount of payment or contributions
2473 paid or payable on behalf of such person to any employee welfare fund,
2474 as defined in subsection (i) of this section, in each locality where any
2475 such public work is to be constructed, and the agent empowered to let
2476 such contract shall contact the Labor Commissioner, at least ten but not
2477 more than twenty days prior to the date such contracts will be
2478 advertised for bid, to ascertain the proper rate of wages and amount of
2479 employee welfare fund payments or contributions and shall include
2480 such rate of wage on an hourly basis and the amount of payment or
2481 contributions paid or payable on behalf of each person to any employee
2482 welfare fund, as defined in subsection (i) of this section, or in lieu thereof
2483 the amount to be paid directly to each person for such payment or
2484 contributions as provided in subsection (a) of this section for all
2485 classifications of labor in the proposal for the contract. The rate of wage
2486 on an hourly basis and the amount of payment or contributions to any
2487 employee welfare fund, as defined in subsection (i) of this section, or
2488 cash in lieu thereof, as provided in subsection (a) of this section, shall, at
2489 all times, be considered as the minimum rate for the classification for
2490 which it was established. Prior to the award of any contract, purchase
2491 order, bid package or other designation subject to the provisions of this

2492 section, such agent shall certify to the Labor Commissioner, either in
2493 writing or electronically, the total dollar amount of work to be done in
2494 connection with such public works project, regardless of whether such
2495 project consists of one or more contracts. Upon the award of any
2496 contract subject to the provisions of this section, the contractor to whom
2497 such contract is awarded shall certify, under oath, to the Labor
2498 Commissioner the pay scale to be used by such contractor and any of
2499 the contractor's subcontractors for work to be performed under such
2500 contract.

2501 (f) Each employer subject to the provisions of this section, section 31-
2502 53c, subsection (f) of section 31-53d or section 31-54 shall (1) keep,
2503 maintain and preserve such records relating to the wages and hours
2504 worked by each person performing the work of any mechanic, laborer
2505 and worker and a schedule of the occupation or work classification at
2506 which each person performing the work of any mechanic, laborer or
2507 worker on the project is employed during each work day and week in
2508 such manner and form as the Labor Commissioner establishes to assure
2509 the proper payments due to such persons or employee welfare funds
2510 under this section, section 31-53c, subsection (f) of section 31-53d or
2511 section 31-54, regardless of any contractual relationship alleged to exist
2512 between the contractor and such person, provided such employer shall
2513 have the option of keeping, maintaining and preserving such records in
2514 an electronic format, and (2) submit monthly to the contracting agency
2515 or the Department of Economic and Community Development
2516 pursuant to section 31-53c or to the developer of a covered project, as
2517 defined in section 31-53d, as applicable, by mail, electronic mail or other
2518 method accepted by such agency, the Department of Economic and
2519 Community Development or such developer, a certified payroll that
2520 shall consist of a complete copy of such records accompanied by a
2521 statement signed by the employer that indicates (A) such records are
2522 correct; (B) the rate of wages paid to each person performing the work
2523 of any mechanic, laborer or worker and the amount of payment or
2524 contributions paid or payable on behalf of each such person to any
2525 employee welfare fund, as defined in subsection (i) of this section, are

2526 not less than the prevailing rate of wages and the amount of payment or
2527 contributions paid or payable on behalf of each such person to any
2528 employee welfare fund, as determined by the Labor Commissioner
2529 pursuant to subsection (d) of this section, and not less than those
2530 required by the contract to be paid; (C) the employer has complied with
2531 the applicable provisions of this section, section 31-53c, subsection (f) of
2532 section 31-53d and section 31-54; (D) each such person is covered by a
2533 workers' compensation insurance policy for the duration of such
2534 person's employment, which shall be demonstrated by submitting to the
2535 contracting agency the name of the workers' compensation insurance
2536 carrier covering each such person, the effective and expiration dates of
2537 each policy and each policy number; (E) the employer does not receive
2538 kickbacks, as defined in 41 USC 52, from any employee or employee
2539 welfare fund; and (F) pursuant to the provisions of section 53a-157a, the
2540 employer is aware that filing a certified payroll which the employer
2541 knows to be false is a class D felony for which the employer may be fined
2542 up to five thousand dollars, imprisoned for up to five years, or both.
2543 This subsection shall not be construed to prohibit a general contractor
2544 from relying on the certification of a lower tier subcontractor, provided
2545 the general contractor shall not be exempted from the provisions of
2546 section 53a-157a if the general contractor knowingly relies upon a
2547 subcontractor's false certification. Notwithstanding the provisions of
2548 section 1-210, the certified payroll shall be considered a public record
2549 and every person shall have the right to inspect and copy such records
2550 in accordance with the provisions of section 1-212. The provisions of
2551 subsections (a) and (b) of section 31-59 and sections 31-66 and 31-69 that
2552 are not inconsistent with the provisions of this section, section 31-53c or
2553 31-54 apply to this section. Failing to file a certified payroll pursuant to
2554 subdivision (2) of this subsection is a class D felony for which the
2555 employer may be fined up to five thousand dollars, imprisoned for up
2556 to five years, or both.

2557 (g) Any contractor who is required by the Labor Department to make
2558 any payment as a result of a subcontractor's failure to pay wages or
2559 benefits, or any subcontractor who is required by the Labor Department

2560 to make any payment as a result of a lower tier subcontractor's failure
2561 to pay wages or benefits, may bring a civil action in the Superior Court
2562 to recover no more than the damages sustained by reason of making
2563 such payment, together with costs and a reasonable attorney's fee.

2564 (h) (1) The provisions of this section shall not apply where (A) the
2565 combined total cost or total bond authorization for all work to be
2566 performed by all contractors and subcontractors in connection with new
2567 construction of any public works project is less than one million dollars,
2568 or (B) the combined total cost of all work to be performed by all
2569 contractors and subcontractors in connection with any remodeling,
2570 refinishing, refurbishing, rehabilitation, alteration or repair of any
2571 public works project is less than one hundred thousand dollars.

2572 (2) On and after October 31, 2017, and prior to July 1, 2019, the
2573 provisions of this subdivision shall not apply where the work to be
2574 performed by any contractor or subcontractor in connection with new
2575 construction, remodeling, refinishing, refurbishing, rehabilitation,
2576 alteration or repair of any public works project funded in whole or in
2577 part by any private bequest that is greater than nine million dollars but
2578 less than twelve million dollars for a municipality in New Haven
2579 County with a population of not less than twelve thousand and not
2580 more than thirteen thousand, as determined by the most recent
2581 population estimate by the Department of Public Health.

2582 (3) On and after July 1, 2019, and prior to January 1, 2020, the
2583 provisions of this subdivision shall not apply where the work to be
2584 performed by any contractor or subcontractor in connection with new
2585 construction, remodeling, refinishing, refurbishing, rehabilitation,
2586 alteration or repair of any public works project funded in whole or in
2587 part by any private bequest that is greater than nine million dollars but
2588 less than twenty-two million dollars for a municipality in New Haven
2589 County with a population of not less than twelve thousand and not
2590 more than thirteen thousand, as determined by the most recent
2591 population estimate by the Department of Public Health.

2592 (i) As used in this section and sections 31-53c and 31-54, "employee
2593 welfare fund" means any trust fund established by one or more
2594 employers and one or more labor organizations or one or more other
2595 third parties not affiliated with the employers to provide from moneys
2596 in the fund, whether through the purchase of insurance or annuity
2597 contracts or otherwise, benefits under an employee welfare plan;
2598 provided such term shall not include any such fund where the trustee,
2599 or all of the trustees, are subject to supervision by the Banking
2600 Commissioner of this state or any other state or the Comptroller of the
2601 Currency of the United States or the Board of Governors of the Federal
2602 Reserve System, and "benefits under an employee welfare plan" means
2603 one or more benefits or services under any plan established or
2604 maintained for persons performing the work of any mechanics, laborers
2605 or workers or their families or dependents, or for both, including, but
2606 not limited to, medical, surgical or hospital care benefits; benefits in the
2607 event of sickness, accident, disability or death; benefits in the event of
2608 unemployment, or retirement benefits.

2609 (j) (1) Each employer subject to the provisions of this section, section
2610 31-53c, subsection (f) of section 31-53d or section 31-54 shall complete a
2611 daily record of each person performing the work of any mechanic,
2612 laborer or worker at a work site. Such daily record shall include (A) the
2613 name and location of the project, (B) the current date, (C) the printed
2614 name or signature and, where applicable, trade license number of each
2615 person performing the work of a mechanic, laborer or worker, and (D)
2616 the arrival and departure time to the work site of each person
2617 performing the work of a mechanic, laborer or worker.

2618 (2) An employer shall (A) keep, maintain and preserve such daily
2619 records, and (B) submit such daily records weekly to the contracting
2620 agency or the Department of Economic and Community Development,
2621 pursuant to section 31-53c, or to the developer of a covered project, as
2622 defined in section 31-53d, as applicable, by mail, electronic mail or other
2623 method accepted by such agency, the Department of Economic and
2624 Community Development or such developer.

2625 (3) Notwithstanding the provisions of section 1-210, the daily records
2626 required pursuant to this subsection shall be considered a public record
2627 and every person shall have the right to inspect and copy such daily log
2628 or sign-in sheet in accordance with the provisions of section 1-212.

2629 (4) Failure to file the daily records required pursuant to this
2630 subsection is a class C misdemeanor for which the employer may be
2631 fined up to five hundred dollars, imprisoned for up to three months, or
2632 both.

2633 Sec. 55. (NEW) (*Effective January 1, 2027*) (a) For the purposes of this
2634 section and section 31-72 of the general statutes, as amended by this act:

2635 (1) "Construction contract" means any contract entered into on or
2636 after January 1, 2027, for construction, renovation or rehabilitation in the
2637 state, including any improvements to real property that are associated
2638 with such construction, renovation or rehabilitation, or any subcontract
2639 for construction, renovation or rehabilitation between an owner and a
2640 contractor, a contractor and a subcontractor or between a subcontractor
2641 and another subcontractor. "Construction contract" does not include (A)
2642 any public works or other contract entered into with any agency or
2643 department in the state, another state or a federal agency or department,
2644 or (B) a home improvement contract for (i) the construction, renovation
2645 or rehabilitation of an owner-occupied residence or the property where
2646 such residence is located, or (ii) the construction, renovation or
2647 rehabilitation of a one-family or two-family dwelling unit or the
2648 property where such dwelling unit is located, except when such contract
2649 is for the construction of more than fifteen one-family or two-family
2650 dwelling units at one project site;

2651 (2) "Contractor" means any individual, firm, partnership,
2652 corporation, association, company, organization or other business
2653 entity, including, but not limited to, a construction manager, general or
2654 prime contractor, joint venture or any combination thereof that has a
2655 direct contractual relationship with an owner;

2656 (3) "Employee" has the same meaning as provided in section 31-71a

2657 of the general statutes;

2658 (4) "Owner" has the same meaning as provided in section 42-158i of
2659 the general statutes;

2660 (5) "Retainage" has the same meaning as provided in section 42-158i
2661 of the general statutes;

2662 (6) "Subcontractor" means any individual, firm, partnership,
2663 corporation, association, company, organization or other business entity
2664 or any combination thereof that (A) does not have a direct contractual
2665 relationship with an owner, and (B) (i) is a party to a construction
2666 contract with a contractor, (ii) is a party to a construction contract with
2667 another subcontractor that has a direct contractual relationship with a
2668 contractor, or (iii) performs any portion of work at any tier within the
2669 scope of a construction contract regardless of whether such
2670 subcontractor has a direct contractual relationship with a contractor;
2671 and

2672 (7) "Wages" has the same meaning as provided in section 31-71a of
2673 the general statutes.

2674 (b) A contractor that enters into a construction contract shall be jointly
2675 and severally liable for any unpaid wages due to an employee of a
2676 subcontractor for such employee's performance of labor included within
2677 the scope of the construction contract.

2678 (c) Nothing in this section shall prohibit a contractor from including
2679 in any construction contract between such contractor and a
2680 subcontractor a provision establishing a remedy for any liability created
2681 by the nonpayment of wages by a subcontractor, including, but not
2682 limited to, a provision providing that such liability can be paid from the
2683 amount withheld for retainage under such contract, provided, for such
2684 contracts entered into or renewed on and after January 1, 2027, such
2685 provision does not diminish the right of an employee to bring an action
2686 under section 31-72 of the general statutes, as amended by this act, and
2687 does not waive or release any liability assigned to a contractor under

2688 this section. No such provision in a contract entered into or renewed on
2689 or after January 1, 2027, to waive or release liability assigned to the
2690 contractor under this section shall be enforceable.

2691 Sec. 56. Section 31-72 of the general statutes is repealed and the
2692 following is substituted in lieu thereof (*Effective January 1, 2027*):

2693 (a) When any employer fails to pay an employee wages in accordance
2694 with the provisions of sections 31-71a to 31-71i, inclusive, or fails to
2695 compensate an employee in accordance with section 31-76k or where an
2696 employee or a labor organization representing an employee institutes
2697 an action to enforce an arbitration award which requires an employer to
2698 make an employee whole or to make payments to an employee welfare
2699 fund, such employee or labor organization shall recover, in a civil action,
2700 (1) twice the full amount of such wages, with costs and such reasonable
2701 attorney's fees as may be allowed by the court, or (2) if the employer
2702 establishes that the employer had a good faith belief that the
2703 underpayment of wages was in compliance with law, the full amount of
2704 such wages or compensation, with costs and such reasonable attorney's
2705 fees as may be allowed by the court. Any agreement between an
2706 employee and his or her employer for payment of wages other than as
2707 specified in said sections shall be no defense to such action. The Labor
2708 Commissioner may collect the full amount of any such unpaid wages,
2709 payments due to an employee welfare fund or such arbitration award,
2710 as well as interest calculated in accordance with the provisions of section
2711 31-265 from the date the wages or payment should have been received,
2712 had payment been made in a timely manner. In addition, the Labor
2713 Commissioner may bring any legal action necessary to recover twice the
2714 full amount of unpaid wages, payments due to an employee welfare
2715 fund or arbitration award, and the employer shall be required to pay the
2716 costs and such reasonable attorney's fees as may be allowed by the court.
2717 The commissioner shall distribute any wages, arbitration awards or
2718 payments due to an employee welfare fund collected pursuant to this
2719 section to the appropriate person.

2720 (b) When a subcontractor fails to pay an employee wages for labor

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

2739 Sec. 57. (NEW) (*Effective July 1, 2026*) (a) The Board of Trustees of The
2740 University of Connecticut and the Board of Regents for Higher
2741 Education shall jointly (1) not later than October 1, 2026, identify
2742 qualities and best practices of an internship program that would qualify
2743 such internship program as a high quality internship program, which
2744 qualities shall include, but need not be limited to, not fewer than six of
2745 the eight career readiness competencies established by the National
2746 Association of Colleges and Employers, as determined by said boards,
2747 and (2) not later than January 1, 2027, design a syllabus for an
2748 asynchronous online training course for employers using the qualities
2749 and best practices identified pursuant to subdivision (1) of this
2750 subsection that would enable such employers to offer a high quality
2751 internship program.

2752 (b) Each board shall post in a conspicuous location on its Internet web
2753 site (1) the qualities and best practices identified pursuant to subdivision
2754 (1) of subsection (a) of this section, and (2) a link to the Internet web site

2755 by which an employer may register for the training course to offer high
2756 quality internship programs pursuant to section 58 of this act.

2757 Sec. 58. (NEW) (*Effective January 1, 2027*) (a) Not later than July 1, 2027,
2758 the Board of Regents for Higher Education shall develop and offer an
2759 asynchronous online training course for employers to offer high quality
2760 internship programs based on the syllabus designed pursuant to
2761 subdivision (2) of subsection (a) of section 57 of this act. Such course
2762 shall be offered through Charter Oak State College and may be subject
2763 to a course enrollment fee, as prescribed by said college. Said college
2764 shall award a credential, as prescribed by said college, to any employer
2765 for the successful completion of such course.

2766 (b) Not later than July 1, 2028, and annually thereafter, the Board of
2767 Regents for Higher Education shall report, in accordance with the
2768 provisions of section 11-4a of the general statutes, to the joint standing
2769 committee of the General Assembly having cognizance of matters
2770 relating to higher education regarding the number of employers in the
2771 state who received a credential during the prior fiscal year for the
2772 successful completion of the training course offered pursuant to
2773 subsection (a) of this section.

2774 Sec. 59. (*Effective July 1, 2026*) Not later than January 1, 2027, each
2775 institution of higher education in the state shall submit a report, in
2776 accordance with the provisions of section 11-4a of the general statutes,
2777 to the joint standing committee of the General Assembly having
2778 cognizance of matters relating to higher education. Such report shall
2779 include a description of each internship opportunity available to
2780 students enrolled at such institution through such institution's career
2781 services that shall include, but need not be limited to, the type of
2782 employer that offers the internship, the quality measures the institution
2783 utilizes to ensure that each internship provides a valuable experience to
2784 students and any other relevant information.

2785 Sec. 60. (*Effective July 1, 2026*) (a) The Department of Administrative
2786 Services shall conduct a survey of each state agency, except a constituent

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

2794 (b) Not later than February 1, 2027, the Department of Administrative
2795 Services shall submit, in accordance with the provisions of section 11-4a
2796 of the general statutes, to the joint standing committee of the General
2797 Assembly having cognizance of matters relating to higher education
2798 and employment advancement a report on the results of the survey
2799 conducted pursuant to subsection (a) of this section.

2800 Sec. 61. (*Effective October 1, 2026*) (a) The Department of Revenue
2801 Services, in consultation with the Office of Policy Management, shall
2802 study the expansion of the human capital investment tax credit
2803 established pursuant to section 12-217x of the general statutes. Such
2804 study shall include, but need not be limited to, the revenue impact from
2805 (1) the expansion of the tax credit to include compensation paid to
2806 interns by employers in the state who earned a credential from Charter
2807 Oak State College for the successful completion of the training course
2808 on high quality internship programs offered pursuant to the provisions
2809 of section 58 of this act, and (2) the inclusion of an affected business
2810 entity, as defined in section 12-284b of the general statutes, to receive
2811 such tax credit solely for compensation paid to interns, and not any
2812 other expense that qualifies as a human capital investment, as defined
2813 in section 12-217x of the general statutes, if such affected business entity
2814 receives such credential from Charter Oak State College.

2815 (b) Not later than January 1, 2028, the Department of Revenue
2816 Services shall submit, in accordance with the provisions of section 11-4a
2817 of the general statutes, to the joint standing committee of the General
2818 Assembly having cognizance of matters relating to higher education
2819 and employment advancement a report on the results of the study

2820 conducted pursuant to the provisions of subsection (a) of this section.

2821 Sec. 62. Section 12-81x of the general statutes is repealed and the
2822 following is substituted in lieu thereof (*Effective October 1, 2026*):

2823 The legislative body of any municipality may establish, by ordinance,
2824 a program to abate all or a portion of the property taxes due with respect
2825 to real property owned and occupied as the principal residence of the
2826 surviving spouse or domestic partner of a police officer, firefighter or
2827 emergency medical technician who dies while in the performance of
2828 such officer's, firefighter's or technician's duties. As used in this section,
2829 "domestic partner" means an individual with whom a police officer,
2830 firefighter or emergency medical technician maintained a domestic
2831 partnership until such police officer, firefighter or emergency medical
2832 technician's death, and "domestic partnership" means a partnership
2833 between two individuals that (1) are eighteen years of age or older, (2)
2834 are in a committed, intimate relationship with each other, (3) are not
2835 married to anyone, (4) would not be prohibited from marrying each
2836 other under the laws of the state, (5) reside together in a principal
2837 residence, and (6) are each other's sole domestic partner. Any
2838 municipality that establishes such a program may require a domestic
2839 partner claiming such abatement to attest to the criteria described in
2840 subdivisions (1) to (6), inclusive, of this section.

2841 Sec. 63. (*Effective from passage*) (a) There is established a working
2842 group to review and make recommendations for legislation regarding
2843 tax incentives and credits for volunteer firefighters in the state.

2844 (b) The working group shall consist of the following members:

2845 (1) One appointed by the speaker of the House of Representatives,
2846 who is a representative of an organization representing firefighters in
2847 the state;

2848 (2) One appointed by the president pro tempore of the Senate;

2849 (3) One appointed by the majority leader of the House of

- 2850 Representatives;
- 2851 (4) One appointed by the majority leader of the Senate;
- 2852 (5) One appointed by the minority leader of the House of
2853 Representatives;
- 2854 (6) One appointed by the minority leader of the Senate;
- 2855 (7) The State Fire Administrator, or the administrator's designee; and
- 2856 (8) The Commissioner of Revenue Services, or the commissioner's
2857 designee.
- 2858 (c) Any member of the working group appointed under subdivision
2859 (1), (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
2860 of the General Assembly.
- 2861 (d) All initial appointments to the working group shall be made not
2862 later than thirty days after the effective date of this section. Any vacancy
2863 shall be filled by the appointing authority.
- 2864 (e) The members appointed by the speaker of the House of
2865 Representatives and president pro tempore of the Senate shall serve as
2866 the chairpersons of the working group. Such chairpersons shall
2867 schedule the first meeting of the task force, which shall be held not later
2868 than sixty days after the effective date of this section.
- 2869 (f) The administrative staff of the joint standing committee of the
2870 General Assembly having cognizance of matters relating to finance,
2871 revenue and bonding shall serve as administrative staff of the working
2872 group.
- 2873 (g) Not later than January 1, 2027, the task force shall submit a report
2874 on its findings and recommendations to the joint standing committee of
2875 the General Assembly having cognizance of matters relating to finance,
2876 revenue and bonding, in accordance with the provisions of section 11-
2877 4a of the general statutes. The task force shall terminate on the date that

2878 it submits such report or January 1, 2027, whichever is later.

2879 Sec. 64. (NEW) (*Effective from passage*) (a) Notwithstanding any
2880 provision of title 26 of the general statutes, any food service
2881 establishment that is regulated pursuant to the Public Health Code may
2882 sell to consumers any lobster greater than the Atlantic States Marine
2883 Fisheries Commission's American Lobster Fishery Management Plan
2884 Lobster Management Area 6 maximum legal length, as well as any
2885 lobster that is less than the Atlantic States Marine Fisheries
2886 Commission's American Lobster Fishery Management Plan Lobster
2887 Management Area 6 minimum legal length, as defined in regulations
2888 adopted pursuant to section 26-157c of the general statutes, provided:
2889 (1) Such lobster is not taken from such Lobster Management Area 6
2890 waters or landed in this state, regardless of where such lobsters were
2891 taken, (2) such lobster is not greater than the maximum legal length or
2892 less than the minimum legal length in effect for the applicable waters of
2893 the Atlantic States Marine Fisheries Commission's American Lobster
2894 Fishery Management Plan Lobster Management Area, or the nation of
2895 origin, as applicable, and (3) such food service establishment in
2896 possession of such lobsters possesses a manifest, bill of landing, invoice,
2897 purchase order or other written documentation that identifies the state,
2898 lobster management area or nation of origin, as applicable, where such
2899 lobster was received, and the number of such lobsters received. Such
2900 documentation shall be retained by the food service establishment for a
2901 period of six months from the date such lobsters were received by such
2902 food service establishment and shall be made available to any law
2903 enforcement officer upon request.

2904 (b) Notwithstanding the provisions of section 26-157j of the general
2905 statutes, any person licensed as a seafood dealer, pursuant to section 26-
2906 142a of the general statutes, may sell to a food service establishment that
2907 is regulated pursuant to the Public Health Code any such lobster, as
2908 described in subsection (a) of this section, provided such lobster
2909 complies with the provisions of subdivisions (1) and (2) of said
2910 subsection. Such seafood dealer shall provide to the purchasing food
2911 service establishment, at the time of sale, the documentation described

2912 in subdivision (3) of subsection (a) of this section.

2913 Sec. 65. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

2914 (1) "First responder" means a police officer certified by the Police
2915 Officer Standards and Training Council, volunteer or paid fire service
2916 personnel certified by the Commission on Fire Prevention and Control
2917 or emergency medical service personnel licensed or certified by the
2918 Department of Public Health; and

2919 (2) "Employer" for a police officer means the administrative head of a
2920 law enforcement unit, as defined in section 7-291e of the general
2921 statutes, for fire service personnel means the chief of a volunteer or paid
2922 fire department and for emergency medical service personnel means the
2923 chief administrator of a volunteer or municipal emergency medical
2924 service organization, as defined in section 19a-175 of the general
2925 statutes.

2926 (b) Each first responder seeking to receive a tuition waiver pursuant
2927 to section 10a-77 of the general statutes, as amended by this act, or 10a-
2928 99 of the general statutes, as amended by this act, or mortgage assistance
2929 pursuant to section 72 of this act shall request a compliance certification
2930 from such first responder's employer, on a form developed by the
2931 Comptroller pursuant to subsection (c) of this section, to certify that
2932 such first responder meets the eligibility requirements, established
2933 pursuant to section 7-294d of the general statutes, as amended by this
2934 act, 7-323l of the general statutes, as amended by this act, or 19a-177 of
2935 the general statutes, as amended by this act, for such benefit. Such first
2936 responder shall submit such compliance certification with such first
2937 responder's application for a tuition waiver to the Connecticut State
2938 Community College or the Connecticut State University System or
2939 application for mortgage assistance to the Connecticut Housing Finance
2940 Authority, as applicable.

2941 (c) Not later than September 1, 2026, the Comptroller shall develop a
2942 compliance certification form for an employer of a first responder to
2943 certify that such first responder meets the eligibility requirements,

2944 established pursuant to sections 7-294d of the general statutes, as
2945 amended by this act, 7-323l of the general statutes, as amended by this
2946 act, and 19a-177 of the general statutes, as amended by this act, to
2947 qualify for a tuition waiver or mortgage assistance program. The
2948 Comptroller shall post such compliance certification form in a
2949 conspicuous location on the Comptroller's Internet web site and
2950 maintain each compliance certification submitted to the Comptroller for
2951 the duration that such first responder receives such tuition waiver or
2952 mortgage assistance. The Comptroller may share a copy of a compliance
2953 certification, if requested by the first responder who is the subject of
2954 such compliance certification, with such first responder, the Connecticut
2955 State Community College, the Connecticut State University System, the
2956 Connecticut Housing Finance Authority or the Department of Revenue
2957 Services, as requested by such first responder.

2958 (d) Upon the request of a first responder who is a volunteer or
2959 employee, each employer shall complete a compliance certification form
2960 if such first responder meets the eligibility requirements established
2961 pursuant to section 7-294d of the general statutes, as amended by this
2962 act, 7-323l of the general statutes, as amended by this act, or 19a-177 of
2963 the general statutes, as amended by this act, for a tuition waiver or
2964 mortgage assistance program, as applicable. Such compliance
2965 certification shall be sent to the first responder and a copy submitted to
2966 the Comptroller in the manner prescribed by the Comptroller.

2967 Sec. 66. Subsection (a) of section 7-294d of the general statutes is
2968 repealed and the following is substituted in lieu thereof (*Effective October*
2969 *1, 2026*):

2970 (a) The Police Officer Standards and Training Council shall have the
2971 following powers:

2972 (1) To develop and periodically update and revise comprehensive
2973 state and municipal police training plans;

2974 (2) To approve, or revoke the approval of, any state or municipal
2975 police training school and to issue certification to such schools and to

2976 revoke such certification;

2977 (3) To set the minimum courses of study and attendance required and
2978 the equipment and facilities to be required of approved state and
2979 municipal police training schools;

2980 (4) To set the minimum qualifications for law enforcement instructors
2981 and to issue appropriate certification to such instructors in the field of
2982 expertise that such instructors will be teaching;

2983 (5) To require that all probationary candidates receive the hours of
2984 basic training deemed necessary before being eligible for certification,
2985 such basic training to be completed within one year following the
2986 appointment as a probationary candidate, unless the candidate is
2987 granted additional time to complete such basic training by the council;

2988 (6) To require the registration of probationary candidates with the
2989 academy within ten days of hiring for the purpose of scheduling
2990 training;

2991 (7) To issue appropriate certification to police officers who have
2992 satisfactorily completed minimum basic training programs;

2993 (8) To require that each police officer satisfactorily complete at least
2994 forty hours of certified review training every three years in order to
2995 maintain certification, unless the officer is granted additional time not
2996 to exceed one year to complete such training by the council;

2997 (9) To develop an interactive electronic computer platform capable of
2998 administering training courses and to authorize police officers to
2999 complete certified review training at a local police department facility
3000 by means of such platform;

3001 (10) To renew the certification of those police officers who have
3002 satisfactorily completed review training programs and submitted to a
3003 urinalysis drug test that screens for controlled substances, including,
3004 but not limited to, anabolic steroids, the result of which indicated no
3005 presence of any controlled substance not prescribed for the officer;

3006 (11) To establish, in consultation with the Commissioner of
3007 Emergency Services and Public Protection, uniform minimum
3008 educational and training standards for employment as a police officer
3009 in full-time positions, temporary or probationary positions and part-
3010 time or voluntary positions;

3011 (12) To develop, in consultation with the Commissioner of
3012 Emergency Services and Public Protection, a schedule to visit and
3013 inspect police basic training schools and to inspect each school at least
3014 once each year;

3015 (13) To consult with and cooperate with universities, colleges and
3016 institutes for the development of specialized courses of study for police
3017 officers in police science and police administration;

3018 (14) To work with the Commissioner of Emergency Services and
3019 Public Protection and with departments and agencies of this state and
3020 other states and the federal government concerned with police training;

3021 (15) To make recommendations to the Commissioner of Emergency
3022 Services and Public Protection concerning a training academy
3023 administrator, who shall be appointed by the commissioner, and
3024 concerning the hiring of staff, within available appropriations, that may
3025 be necessary in the performance of its functions;

3026 (16) To perform any other acts that may be necessary and appropriate
3027 to carry out the functions of the council as set forth in sections 7-294a to
3028 7-294e, inclusive;

3029 (17) To accept, with the approval of the Commissioner of Emergency
3030 Services and Public Protection, contributions, grants, gifts, donations,
3031 services or other financial assistance from any governmental unit, public
3032 agency or the private sector;

3033 (18) To conduct any inspection and evaluation that may be necessary
3034 to determine if a law enforcement unit is complying with the provisions
3035 of this section;

3036 (19) At the request and expense of any law enforcement unit, to
3037 conduct general or specific management surveys;

3038 (20) To develop objective and uniform criteria for recommending any
3039 waiver of regulations or granting a waiver of procedures established by
3040 the council;

3041 (21) To recruit, select and appoint candidates to the position of
3042 municipal probationary candidate and provide recruit training for
3043 candidates of the Connecticut Police Corps program in accordance with
3044 the Police Corps Act, 42 USC 14091 et seq., as amended from time to
3045 time;

3046 (22) (A) To develop, adopt and revise, as necessary, comprehensive
3047 accreditation standards, and designation of such standards as state-
3048 accreditation tiers one, two and three, for the administration and
3049 management of law enforcement units, to grant accreditation to those
3050 law enforcement units that demonstrate their compliance with such
3051 standards and, at the request and expense of any law enforcement unit,
3052 to conduct such surveys as may be necessary to determine such unit's
3053 compliance with such standards; and (B) on and after January 1, 2023 to
3054 work with any law enforcement unit that has failed to obtain or
3055 maintain its certification of compliance with the appropriate tier or tiers
3056 or a higher level of accreditation standards developed by the council or
3057 the Commission on Accreditation for Law Enforcement Agencies, Inc.,
3058 pursuant to section 7-294ee;

3059 (23) To recommend to the commissioner the appointment of any
3060 council training instructor, or such other person as determined by the
3061 council, to act as a special police officer throughout the state as such
3062 instructor or other person's official duties may require, provided any
3063 such instructor or other person so appointed shall be a certified police
3064 officer. Each such special police officer shall be sworn and may arrest
3065 and present before a competent authority any person for any offense
3066 committed within the officer's precinct; [and]

3067 (24) To develop and implement written policies, on or before January

3068 1, 2021, in consultation with the Commissioner of Emergency Services
3069 and Public Protection concerning the requirements that all police
3070 officers undergo periodic behavioral health assessments as set forth in
3071 section 7-291e. Such written policies shall, at a minimum, address (A)
3072 the confidentiality of such assessments, including, but not limited to,
3073 compliance with all provisions of the Health Insurance Portability and
3074 Accountability Act of 1996, P.L. 104-191, as amended from time to time,
3075 (B) the good faith reasons that the administrative head of a law
3076 enforcement unit, as defined in section 7-291e, may rely upon when
3077 requesting that a police officer undergo an additional assessment, (C)
3078 the availability of behavioral health treatment services that will be
3079 afforded to any police officer required to undergo a behavioral health
3080 assessment pursuant to section 7-291e, (D) the ability of a police officer
3081 to review and contest the results of any such assessment, (E) permissible
3082 personnel actions, if any, that may be taken by a law enforcement unit
3083 based on the results of such assessments while taking into consideration
3084 the due process rights of a police officer, (F) the process for selecting
3085 psychiatrists and psychologists to conduct such assessments, and (G)
3086 financial considerations that may be incurred by law enforcement units
3087 or police officers that are attributable to conducting such assessments;

3088 (25) To establish eligibility requirements, on or before January 1, 2027,
3089 for police officers to receive a tuition waiver from the Connecticut State
3090 Community College pursuant to section 10a-77, as amended by this act,
3091 or the Connecticut State University System pursuant to section 10a-99,
3092 as amended by this act. Such eligibility requirements shall include, but
3093 need not be limited to, (A) certification as a police officer by the council,
3094 and (B) current employment with a law enforcement unit in the state for
3095 at least two years, but not more than five years, as specified by the
3096 council; and

3097 (26) To establish eligibility requirements, on or before January 1, 2027,
3098 for police officers to receive mortgage assistance through a mortgage
3099 assistance program developed by the Connecticut Housing Finance
3100 Authority pursuant to section 72 of this act. Such eligibility
3101 requirements shall include, but need not be limited to, (A) certification

3102 as a police officer by the council, and (B) current employment with a law
3103 enforcement unit in the state for at least two years, but not more than
3104 five years, as specified by the council.

3105 Sec. 67. Subsection (a) of section 7-323l of the 2026 supplement to the
3106 general statutes is repealed and the following is substituted in lieu
3107 thereof (*Effective October 1, 2026*):

3108 (a) The [commission] Commission of Fire Prevention and Control
3109 shall:

3110 (1) Recommend minimum standards of education and physical
3111 condition for candidates for any firefighter position;

3112 (2) Establish standards for fire service training and education
3113 programs, and develop and conduct an examination program to certify
3114 those fire service personnel who satisfactorily demonstrate their ability
3115 to meet the requirements of the fire service training and education
3116 program standards;

3117 (3) Establish an optional fire service training and education program
3118 that provides information relative to the blue envelopes designed
3119 pursuant to section 14-11j and yellow envelopes designed pursuant to
3120 section 14-11l and techniques for the handling of incidents, such as
3121 wandering, that involve juveniles and adults with autism spectrum
3122 disorder, cognitive impairment or nonverbal learning disorder,
3123 provided the curriculum for such techniques is made available at no cost
3124 from (A) institutions of higher education, health care professionals or
3125 advocacy organizations that are concerned with juveniles and adults
3126 with autism spectrum disorder, cognitive impairment or nonverbal
3127 learning disorder, or (B) collaborations of such institutions,
3128 professionals or organizations;

3129 (4) Conduct fire fighting training and education programs designed
3130 to assist firefighters in developing and maintaining their skills and
3131 keeping abreast of technological advances in fire suppression, fire
3132 protection, fire prevention and related fields;

3133 (5) Recommend standards for promotion to the various ranks of fire
3134 departments;

3135 (6) Be authorized, with the approval of the Commissioner of
3136 Emergency Services and Public Protection, to apply for, receive and
3137 distribute any state, federal or private funds or contributions available
3138 for training and education of fire fighting personnel;

3139 (7) Recommend that the Commissioner of Emergency Services and
3140 Public Protection approve or reject the establishment of, or, when
3141 appropriate, suspend or revoke the approval of, regional fire schools in
3142 accordance with section 7-323u;

3143 (8) Advise the Division of Fire Services Administration within the
3144 Department of Emergency Services and Public Protection on the
3145 management of the Statewide Fire Service Disaster Response Plan;

3146 (9) Implement the recommendations of the study of the fire service
3147 authorized pursuant to subdivision (36) of subsection (b) of section 41
3148 of public act 23-204; [and]

3149 (10) Submit to the Governor, the joint standing committee of the
3150 General Assembly having cognizance of matters relating to public safety
3151 and security, in accordance with the provisions of section 11-4a, and the
3152 Commissioner of Emergency Services and Public Protection an annual
3153 report (A) relating to the activities, recommendations and
3154 accomplishments of the commission, and (B) making recommendations
3155 on the funding necessary for the operation of, the maintenance of and
3156 capital improvements to the state fire school and regional fire schools;

3157 (11) Establish eligibility requirements, on or before January 1, 2027,
3158 for firefighters, as defined in section 7-323j, including, but not limited to,
3159 firefighters serving a fire department operated by a federally recognized
3160 Indian tribe in the state, to receive a tuition waiver from the Connecticut
3161 State Community College pursuant to section 10a-77, as amended by
3162 this act, or the Connecticut State University System pursuant to section
3163 10a-99, as amended by this act. Such eligibility requirements shall

3164 include, but need not be limited to, (A) certification as fire service
3165 personnel by the commission, and (B) current employment with a fire
3166 department in the state for at least two years, but not more than five
3167 years, as specified by the commission; and

3168 (12) Establish eligibility requirements, on or before January 1, 2027,
3169 for firefighters, as defined in section 7-323j, to receive mortgage
3170 assistance through a mortgage assistance program developed by the
3171 Connecticut Housing Finance Authority pursuant to section 72 of this
3172 act. Such eligibility requirements shall include, but need not be limited
3173 to, (A) certification as fire service personnel by the commission, and (B)
3174 current employment with a fire department in the state for at least two
3175 years, but not more than five years, as specified by the commission.

3176 Sec. 68. Section 19a-177 of the general statutes is repealed and the
3177 following is substituted in lieu thereof (*Effective October 1, 2026*):

3178 The [commissioner] Commissioner of Public Health shall:

3179 (1) With the advice of the Office of Emergency Medical Services
3180 established pursuant to section 19a-178 and of an advisory committee
3181 on emergency medical services and with the benefit of meetings held
3182 pursuant to subsection (b) of section 19a-184, adopt every five years a
3183 state-wide plan for the coordinated delivery of emergency medical
3184 services;

3185 (2) License or certify the following: (A) Ambulance operations,
3186 emergency medical services personnel and communications personnel;
3187 (B) emergency room facilities and communications facilities; and (C)
3188 transportation equipment, including land, sea and air vehicles used for
3189 transportation of patients to emergency facilities and periodically
3190 inspect life saving equipment, emergency facilities and emergency
3191 transportation vehicles to ensure state standards are maintained;

3192 (3) Annually inventory emergency medical services resources within
3193 the state, including facilities, equipment, and personnel, for the
3194 purposes of determining the need for additional services and the

3195 effectiveness of existing services;

3196 (4) Review and evaluate all area-wide plans developed by the
3197 emergency medical services councils pursuant to section 19a-182 in
3198 order to insure conformity with standards issued by the commissioner;

3199 (5) Not later than thirty days after their receipt, review all grant and
3200 contract applications for federal or state funds concerning emergency
3201 medical services or related activities for conformity to policy guidelines
3202 and forward such application to the appropriate agency, when required;

3203 (6) Establish such minimum standards and adopt such regulations in
3204 accordance with the provisions of chapter 54, as may be necessary to
3205 develop the following components of an emergency medical service
3206 system: (A) Communications, which shall include, but not be limited to,
3207 equipment, radio frequencies and operational procedures; (B)
3208 transportation services, which shall include, but not be limited to,
3209 vehicle type, design, condition and maintenance, and operational
3210 procedures; (C) training, which shall include, but not be limited to,
3211 emergency medical services personnel, communications personnel,
3212 paraprofessionals associated with emergency medical services,
3213 firefighters and state and local police; (D) emergency medical service
3214 facilities, which shall include, but not be limited to, categorization of
3215 emergency departments as to their treatment capabilities and ancillary
3216 services; and (E) mobile integrated health care programs, which shall
3217 include, but not be limited to, the standards to ensure the health, safety
3218 and welfare of the patients being served by such programs and data
3219 collection and reporting requirements to ensure and measure quality
3220 outcomes of such programs;

3221 (7) Coordinate training of all emergency medical services personnel;

3222 (8) (A) Develop an emergency medical services data collection
3223 system. Each emergency medical service organization licensed or
3224 certified pursuant to this chapter shall submit data to the commissioner,
3225 on a quarterly basis, from each licensed ambulance service, certified
3226 ambulance service or paramedic intercept service that provides

3227 emergency medical services. Such submitted data shall include, but not
3228 be limited to: (i) The total number of and reasons for calls for emergency
3229 medical services received by such licensed ambulance service, certified
3230 ambulance service or paramedic intercept service through the 9-1-1
3231 system during the reporting period; (ii) each level of emergency medical
3232 services, as defined in regulations adopted pursuant to section 19a-179,
3233 required for each such call; (iii) the response time for each licensed
3234 ambulance service, certified ambulance service or paramedic intercept
3235 service during the reporting period; (iv) the number of passed calls,
3236 cancelled calls and mutual aid calls, both made and received, during the
3237 reporting period; and (v) for the reporting period, the prehospital data
3238 for the nonscheduled transport of patients required by regulations
3239 adopted pursuant to subdivision (6) of this section. The data required
3240 under this subdivision may be submitted in any electronic form selected
3241 by such licensed ambulance service, certified ambulance service or
3242 paramedic intercept service and approved by the commissioner,
3243 provided the commissioner shall take into consideration the needs of
3244 such licensed ambulance service, certified ambulance service or
3245 paramedic intercept service in approving such electronic form. The
3246 commissioner may conduct an audit of any such licensed ambulance
3247 service, certified ambulance service or paramedic intercept service as
3248 the commissioner deems necessary in order to verify the accuracy of
3249 such reported data.

3250 (B) On or before June 1, 2023, and annually thereafter, the
3251 commissioner shall prepare a report to the Emergency Medical Services
3252 Advisory Board, established pursuant to section 19a-178a, that shall
3253 include, but not be limited to, the following data: (i) The total number
3254 of calls for emergency medical services received during the reporting
3255 year by each licensed ambulance service, certified ambulance service or
3256 paramedic intercept service; (ii) the level of emergency medical services
3257 required for each such call; (iii) the name of the emergency medical
3258 service organization that provided each such level of emergency
3259 medical services furnished during the reporting year; (iv) the response
3260 time, by time ranges or fractile response times, for each licensed

3261 ambulance service, certified ambulance service or paramedic intercept
3262 service, using a common definition of response time, as provided in
3263 regulations adopted pursuant to section 19a-179; (v) the number of
3264 passed calls, cancelled calls and mutual aid calls during the reporting
3265 year; and (vi) any shortage of emergency medical services personnel in
3266 the state. The commissioner shall prepare such report in a format that
3267 categorizes such data for each municipality in which the emergency
3268 medical services were provided, with each such municipality grouped
3269 according to urban, suburban and rural classifications.

3270 (C) If any licensed ambulance service, certified ambulance service or
3271 paramedic intercept service does not submit the data required under
3272 subparagraph (A) of this subdivision for a period of six consecutive
3273 months, or if the commissioner believes that such licensed ambulance
3274 service, certified ambulance service or paramedic intercept service
3275 knowingly or intentionally submitted incomplete or false data, the
3276 commissioner shall issue a written order directing such licensed
3277 ambulance service, certified ambulance service or paramedic intercept
3278 service to comply with the provisions of subparagraph (A) of this
3279 subdivision and submit all missing data or such corrected data as the
3280 commissioner may require. If such licensed ambulance service, certified
3281 ambulance service or paramedic intercept service fails to fully comply
3282 with such order not later than three months from the date such order is
3283 issued, the commissioner (i) shall conduct a hearing, in accordance with
3284 chapter 54, at which such licensed ambulance service, certified
3285 ambulance service or paramedic intercept service shall be required to
3286 show cause why the primary service area assignment of such licensed
3287 ambulance service, certified ambulance service or paramedic intercept
3288 service should not be revoked, and (ii) may take such disciplinary action
3289 under section 19a-17 as the commissioner deems appropriate.

3290 (D) The commissioner shall collect the data required by
3291 subparagraph (A) of this subdivision, in the manner provided in said
3292 subparagraph, from each emergency medical service organization
3293 licensed or certified pursuant to this chapter. Any such emergency
3294 medical service organization that fails to comply with the provisions of

3295 this section shall be liable for a civil penalty not to exceed one hundred
3296 dollars per day for each failure to report the required data regarding
3297 emergency medical services provided to a patient, as determined by the
3298 commissioner. The civil penalties set forth in this subparagraph shall be
3299 assessed only after the department provides a written notice of
3300 deficiency and the organization is afforded the opportunity to respond
3301 to such notice. An organization shall have not more than fifteen business
3302 days after the date of receiving such notice to provide a written response
3303 to the department. The commissioner may adopt regulations, in
3304 accordance with chapter 54, concerning the development,
3305 implementation, monitoring and collection of emergency medical
3306 service system data. All state agencies licensed or certified as emergency
3307 medical service organizations shall be exempt from the civil penalties
3308 set forth in this subparagraph.

3309 (E) The commissioner shall, with the recommendation of the
3310 Connecticut Emergency Medical Services Advisory Board established
3311 pursuant to section 19a-178a, adopt for use in trauma data collection the
3312 most recent version of the National Trauma Data Bank's National
3313 Trauma Data Standards and Data Dictionary and nationally recognized
3314 guidelines for field triage of injured patients.

3315 (F) On or before June 1, 2024, and annually thereafter, the
3316 commissioner shall submit the report described in subparagraph (B) of
3317 this subdivision, in accordance with the provisions of section 11-4a, to
3318 the joint standing committee of the General Assembly having
3319 cognizance of matters relating to public health;

3320 (9) (A) Establish rates for the conveyance and treatment of patients
3321 by licensed ambulance services and invalid coaches and establish
3322 emergency service rates for certified ambulance services and paramedic
3323 intercept services, provided (i) the present rates established for such
3324 services and vehicles shall remain in effect until such time as the
3325 commissioner establishes a new rate schedule as provided in this
3326 subdivision, and (ii) any rate increase not in excess of the Medical Care
3327 Services Consumer Price Index, as published by the Bureau of Labor

3328 Statistics of the United States Department of Labor, for the prior year,
3329 filed in accordance with subparagraph (B)(iii) of this subdivision shall
3330 be deemed approved by the commissioner. For purposes of this
3331 subdivision, licensed ambulance services and paramedic intercept
3332 services shall not include emergency air transport services or mobile
3333 integrated health care programs.

3334 (B) Adopt regulations, in accordance with the provisions of chapter
3335 54, establishing methods for setting rates and conditions for charging
3336 such rates. Such regulations shall include, but not be limited to,
3337 provisions requiring that on and after July 1, 2000: (i) Requests for rate
3338 increases may be filed no more frequently than once a year, except that,
3339 in any case where an agency's schedule of maximum allowable rates
3340 falls below that of the Medicare allowable rates for that agency, the
3341 commissioner shall immediately amend such schedule so that the rates
3342 are at or above the Medicare allowable rates; (ii) only licensed
3343 ambulance services, certified ambulance services and paramedic
3344 intercept services that apply for a rate increase in excess of the Medical
3345 Care Services Consumer Price Index, as published by the Bureau of
3346 Labor Statistics of the United States Department of Labor, for the prior
3347 year, and do not accept the maximum allowable rates contained in any
3348 voluntary state-wide rate schedule established by the commissioner for
3349 the rate application year shall be required to file detailed financial
3350 information with the commissioner, provided any hearing that the
3351 commissioner may hold concerning such application shall be conducted
3352 as a contested case in accordance with chapter 54; (iii) licensed
3353 ambulance services, certified ambulance services and paramedic
3354 intercept services that do not apply for a rate increase in any year in
3355 excess of the Medical Care Services Consumer Price Index, as published
3356 by the Bureau of Labor Statistics of the United States Department of
3357 Labor, for the prior year, or that accept the maximum allowable rates
3358 contained in any voluntary state-wide rate schedule established by the
3359 commissioner for the rate application year shall, not later than the last
3360 business day in August of such year, file with the commissioner a
3361 statement of emergency and nonemergency call volume, and, in the case

3362 of a licensed ambulance service, certified ambulance service or
3363 paramedic intercept service that is not applying for a rate increase, a
3364 written declaration by such licensed ambulance service, certified
3365 ambulance service or paramedic intercept service that no change in its
3366 currently approved maximum allowable rates will occur for the rate
3367 application year; and (iv) detailed financial and operational information
3368 filed by licensed ambulance services, certified ambulance services and
3369 paramedic intercept services to support a request for a rate increase in
3370 excess of the Medical Care Services Consumer Price Index, as published
3371 by the Bureau of Labor Statistics of the United States Department of
3372 Labor, for the prior year, shall cover the time period pertaining to the
3373 most recently completed fiscal year and the rate application year of the
3374 licensed ambulance service, certified ambulance service or paramedic
3375 intercept service.

3376 (C) Establish rates for licensed ambulance services, certified
3377 ambulance services or paramedic intercept services for the following
3378 services and conditions: (i) "Advanced life support assessment" and
3379 "specialty care transports", which terms have the meanings provided in
3380 42 CFR 414.605; and (ii) mileage, which may include mileage for an
3381 ambulance transport when the point of origin and final destination for
3382 a transport is within the boundaries of the same municipality. The rates
3383 established by the commissioner for each such service or condition shall
3384 be equal to (I) the ambulance service's base rate plus its established
3385 advanced life support/paramedic surcharge when advanced life
3386 support assessment services are performed; (II) two hundred twenty-
3387 five per cent of the ambulance service's established base rate for
3388 specialty care transports; and (III) "loaded mileage", as the term is
3389 defined in 42 CFR 414.605, multiplied by the ambulance service's
3390 established rate for mileage. Such rates shall remain in effect until such
3391 time as the commissioner establishes a new rate schedule as provided
3392 in this subdivision.

3393 (D) Establish rates for the treatment and release of patients by a
3394 licensed or certified emergency medical services organization or a
3395 provider who does not transport such patients to an emergency

3396 department and who is operating within the scope of such
3397 organization's or provider's practice and following protocols approved
3398 by the sponsor hospital. The rates established pursuant to this
3399 subparagraph shall not apply to the treatment provided to patients
3400 through mobile integrated health care programs;

3401 (10) Establish primary service areas and assign in writing a primary
3402 service area responder for each primary service area. Each state-owned
3403 campus having an acute care hospital on the premises shall be
3404 designated as the primary service area responder for that campus;

3405 (11) Revoke primary service area assignments upon determination by
3406 the commissioner that it is in the best interests of patient care to do so;
3407 [and]

3408 (12) Annually issue a list of minimum equipment requirements for
3409 authorized emergency medical services vehicles based upon current
3410 national standards. The commissioner shall distribute such list to all
3411 emergency medical service organizations and sponsor hospital medical
3412 directors and make such list available to other interested stakeholders.
3413 Emergency medical service organizations shall have one year from the
3414 date of issuance of such list to comply with the minimum equipment
3415 requirements; and

3416 (13) (A) Establish eligibility requirements, on or before January 1,
3417 2027, in consultation with the Commission on Fire Prevention and
3418 Control, for emergency medical service personnel to receive a tuition
3419 waiver from the Connecticut State Community College pursuant to
3420 section 10a-77, as amended by this act, or the Connecticut State
3421 University System pursuant to section 10a-99, as amended by this act.
3422 Such eligibility requirements shall include, but need not be limited to,
3423 (i) license or certification as emergency medical service personnel by the
3424 commissioner, and (ii) current employment with a municipal or
3425 volunteer emergency medical service organization in the state for at
3426 least two years, but not more than five years, as specified by the
3427 commissioner;

3428 (B) Establish eligibility requirements, on or before January 1, 2027, for
3429 emergency medical service personnel to receive mortgage assistance
3430 through a mortgage assistance program developed by the Connecticut
3431 Housing Finance Authority pursuant to section 72 of this act. Such
3432 eligibility requirements shall include, but need not be limited to, (i)
3433 license or certification as emergency medical service personnel by the
3434 commissioner, and (ii) current employment with a municipal or
3435 volunteer emergency medical service organization in the state for at
3436 least two years, but not more than five years, as specified by the
3437 commissioner.

3438 Sec. 69. Subsection (d) of section 10a-77 of the 2026 supplement to the
3439 general statutes is repealed and the following is substituted in lieu
3440 thereof (*Effective July 1, 2027*):

3441 (d) The Board of Regents for Higher Education shall waive the
3442 payment of tuition at the Connecticut State Community College (1) for
3443 any dependent child of a person whom the armed forces of the United
3444 States has declared to be missing in action or to have been a prisoner of
3445 war while serving in such armed forces after January 1, 1960, which
3446 child has been accepted for admission to said college and is a resident
3447 of the state at the time such child is accepted for admission to said
3448 college, (2) subject to the provisions of subsection (e) of this section, for
3449 any veteran, as defined in section 27-103, who performed service in time
3450 of war, as defined in section 27-103, except that for purposes of this
3451 subsection, "service in time of war" shall not include time spent in
3452 attendance at a military service academy, which veteran has been
3453 accepted for admission to said college and is domiciled in this state at
3454 the time such veteran is accepted for admission to said college. Said
3455 board shall also waive for any such veteran the payment of any
3456 extension fees under section 10a-26 for educational extension programs,
3457 (3) for any resident of the state (A) sixty-two years of age or older, or (B)
3458 who is a resident of a nursing home, as defined in section 19a-490, and
3459 has maintained residency at such nursing home for not less than thirty
3460 days, provided, at the end of the regular registration period, there are
3461 enrolled in the course a sufficient number of students other than those

3462 residents eligible for waivers pursuant to this subdivision to offer the
3463 course in which such resident intends to enroll and there is space
3464 available in such course after accommodating all such students, (4) for
3465 any student attending the Connecticut State Police Academy who is
3466 enrolled in a law enforcement program at said academy offered in
3467 coordination with the Connecticut State Community College which
3468 accredits courses taken in such program, (5) for any active member of
3469 the Connecticut Army or Air National Guard who (A) has been certified
3470 by the Adjutant General or such Adjutant General's designee as a
3471 member in good standing of the guard, and (B) is enrolled or accepted
3472 for admission to said college on a full-time or part-time basis in an
3473 undergraduate degree-granting program. Said board shall also waive
3474 for any such member the payment of any mandatory fees relating to
3475 such member's enrollment in said college, including, but not limited to,
3476 any extension fees under section 10a-26 for educational extension
3477 programs, (6) for any dependent child of a (A) police officer, as defined
3478 in section 7-294a, or supernumerary or auxiliary police officer, (B)
3479 firefighter, as defined in section 7-323j, or member of a volunteer fire
3480 company, (C) municipal employee, or (D) state employee, as defined in
3481 section 5-154, killed in the line of duty, (7) for any resident of the state
3482 who is a dependent child or surviving spouse of a specified terrorist
3483 victim who was a resident of this state, (8) for any dependent child of a
3484 resident of the state who was killed in a multivehicle crash at or near the
3485 intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005,
3486 [and] (9) for any resident of the state who is a dependent child or
3487 surviving spouse of a person who was killed in action while performing
3488 active military duty with the armed forces of the United States on or
3489 after September 11, 2001, and who was a resident of this state, (10) for
3490 any first responder, as defined in section 65 of this act, who (A) submits
3491 a compliance certification pursuant to the provisions of section 65 of this
3492 act, and (B) is enrolled or accepted for admission to said college, and (11)
3493 for any student attending the state fire school who is enrolled in a
3494 program at said school offered in coordination with Connecticut State
3495 Community College that accredits courses taken in such program,
3496 provided tuition waivers issued pursuant to subdivisions (10) and (11)

3497 of this subsection shall be limited to two hundred eligible persons per
3498 academic year. If any person who receives a tuition waiver in
3499 accordance with the provisions of this subsection also receives
3500 educational reimbursement from an employer, such waiver shall be
3501 reduced by the amount of such educational reimbursement. Veterans
3502 and members of the National Guard described in subdivision (5) of this
3503 subsection shall be given the same status as students not receiving
3504 tuition waivers in registering for courses at the Connecticut State
3505 Community College. Notwithstanding the provisions of section 10a-30,
3506 as used in this subsection, "domiciled in this state" includes domicile for
3507 less than one year.

3508 Sec. 70. Subsection (d) of section 10a-99 of the 2026 supplement to the
3509 general statutes is repealed and the following is substituted in lieu
3510 thereof (*Effective July 1, 2027*):

3511 (d) The Board of Regents for Higher Education shall waive the
3512 payment of tuition fees for undergraduate and graduate degree
3513 programs at the Connecticut State University System (1) for any
3514 dependent child of a person whom the armed forces of the United States
3515 has declared to be missing in action or to have been a prisoner of war
3516 while serving in such armed forces after January 1, 1960, which child
3517 has been accepted for admission to such institution and is a resident of
3518 the state at the time such child is accepted for admission to such
3519 institution, (2) subject to the provisions of subsection (e) of this section,
3520 for any veteran, as defined in section 27-103, who performed service in
3521 time of war, as defined in section 27-103, except that for purposes of this
3522 subsection, "service in time of war" shall not include time spent in
3523 attendance at a military service academy, which veteran has been
3524 accepted for admission to such institution and is domiciled in this state
3525 at the time such veteran is accepted for admission to such institution.
3526 Said board shall also waive for any such veteran the payment of any
3527 extension fees under section 10a-26 for educational extension programs,
3528 (3) for any resident of the state sixty-two years of age or older who has
3529 been accepted for admission to such institution, provided (A) such
3530 resident is enrolled in a degree-granting program, or (B) at the end of

3531 the regular registration period, there are enrolled in the course a
3532 sufficient number of students other than those residents eligible for
3533 waivers pursuant to this subdivision to offer the course in which such
3534 resident intends to enroll and there is space available in such course
3535 after accommodating all such students, (4) for any student attending the
3536 Connecticut Police Academy who is enrolled in a law enforcement
3537 program at said academy offered in coordination with [the] a university
3538 which accredits courses taken in such program, (5) for any active
3539 member of the Connecticut Army or Air National Guard who (A) has
3540 been certified by the Adjutant General or such Adjutant General's
3541 designee as a member in good standing of the guard, and (B) is enrolled
3542 or accepted for admission to such institution on a full-time or part-time
3543 basis in an undergraduate or graduate degree-granting program. Said
3544 board shall also waive for any such member the payment of any
3545 mandatory fees relating to such member's enrollment in such
3546 institution, including, but not limited to, any extension fees under
3547 section 10a-26 for educational extension programs, (6) for any
3548 dependent child of a (A) police officer, as defined in section 7-294a, or
3549 supernumerary or auxiliary police officer, (B) firefighter, as defined in
3550 section 7-323j, or member of a volunteer fire company, (C) municipal
3551 employee, or (D) state employee, as defined in section 5-154, killed in
3552 the line of duty, (7) for any resident of this state who is a dependent
3553 child or surviving spouse of a specified terrorist victim who was a
3554 resident of the state, (8) for any dependent child of a resident of the state
3555 who was killed in a multivehicle crash at or near the intersection of
3556 Routes 44 and 10 and Nod Road in Avon on July 29, 2005, [and] (9) for
3557 any resident of the state who is a dependent child or surviving spouse
3558 of a person who was killed in action while performing active military
3559 duty with the armed forces of the United States on or after September
3560 11, 2001, and who was a resident of this state, (10) for any first
3561 responder, as defined in section 65 of this act, who (A) submits a
3562 compliance certification pursuant to the provisions of section 65 of this
3563 act, and (B) is enrolled or accepted for admission to such institution, and
3564 (11) for any student attending the state fire school who is enrolled in a
3565 program at said school offered in coordination with a university that

3566 accredits courses taken in such program, provided tuition waivers
3567 issued pursuant to subdivisions (10) and (11) of this subsection shall be
3568 limited to two hundred eligible persons per academic year. If any person
3569 who receives a tuition waiver in accordance with the provisions of this
3570 subsection also receives educational reimbursement from an employer,
3571 such waiver shall be reduced by the amount of such educational
3572 reimbursement. Veterans and members of the National Guard
3573 described in subdivision (5) of this subsection shall be given the same
3574 status as students not receiving tuition waivers in registering for courses
3575 at Connecticut state universities. Notwithstanding the provisions of
3576 section 10a-30, as used in this subsection, "domiciled in this state"
3577 includes domicile for less than one year.

3578 Sec. 71. Subsection (e) of section 10a-105 of the 2026 supplement to
3579 the general statutes is repealed and the following is substituted in lieu
3580 thereof (*Effective July 1, 2027*):

3581 (e) Said board of trustees shall waive the payment of tuition fees for
3582 any undergraduate or graduate degree program at The University of
3583 Connecticut (1) for any dependent child of a person whom the armed
3584 forces of the United States has declared to be missing in action or to have
3585 been a prisoner of war while serving in such armed forces after January
3586 1, 1960, which child has been accepted for admission to The University
3587 of Connecticut and is a resident of the state at the time such child is
3588 accepted for admission to said institution, (2) subject to the provisions
3589 of subsection (f) of this section, for any veteran, as defined in section 27-
3590 103, who performed service in time of war, as defined in section 27-103,
3591 except that for purposes of this subsection, "service in time of war" shall
3592 not include time spent in attendance at a military service academy,
3593 which veteran has been accepted for admission to said institution and is
3594 domiciled in this state at the time such veteran is accepted for admission
3595 to said institution. Said board shall also waive for any such veteran the
3596 payment of any extension fees under section 10a-26 for educational
3597 extension programs, (3) for any resident of the state sixty-two years of
3598 age or older who has been accepted for admission to said institution,
3599 provided (A) such resident is enrolled in a degree-granting program, or

3600 (B) at the end of the regular registration period, there are enrolled in the
3601 course a sufficient number of students other than those residents eligible
3602 for waivers pursuant to this subdivision to offer the course in which
3603 such resident intends to enroll and there is space available in such
3604 course after accommodating all such students, (4) for any active member
3605 of the Connecticut Army or Air National Guard who (A) has been
3606 certified by the Adjutant General or such Adjutant General's designee
3607 as a member in good standing of the guard, and (B) is enrolled or
3608 accepted for admission to said institution on a full-time or part-time
3609 basis in an undergraduate or graduate degree-granting program. Said
3610 board shall also waive for any such member the payment of any
3611 mandatory fees relating to such member's enrollment in said institution,
3612 including, but not limited to, any extension fees under section 10a-26 for
3613 educational extension programs, (5) for any dependent child of a (A)
3614 police officer, as defined in section 7-294a, or supernumerary or
3615 auxiliary police officer, (B) firefighter, as defined in section 7-323j, or
3616 member of a volunteer fire company, (C) municipal employee, or (D)
3617 state employee, as defined in section 5-154, killed in the line of duty, (6)
3618 for any resident of the state who is the dependent child or surviving
3619 spouse of a specified terrorist victim who was a resident of the state, (7)
3620 for any dependent child of a resident of the state who was killed in a
3621 multivehicle crash at or near the intersection of Routes 44 and 10 and
3622 Nod Road in Avon on July 29, 2005, and (8) for any resident of the state
3623 who is a dependent child or surviving spouse of a person who was
3624 killed in action while performing active military duty with the armed
3625 forces of the United States on or after September 11, 2001, and who was
3626 a resident of this state. If any person who receives a tuition waiver in
3627 accordance with the provisions of this subsection also receives
3628 educational reimbursement from an employer, such waiver shall be
3629 reduced by the amount of such educational reimbursement. Veterans
3630 and members of the National Guard described in subdivision (4) of this
3631 subsection shall be given the same status as students not receiving
3632 tuition waivers in registering for courses at The University of
3633 Connecticut. Notwithstanding the provisions of section 10a-30, as used
3634 in this subsection, "domiciled in this state" includes domicile for less

3635 than one year.

3636 Sec. 72. (NEW) (*Effective January 1, 2027*) (a) As used in this section,
3637 "first responder" has the same meaning as provided in section 65 of this
3638 act.

3639 (b) The Connecticut Housing Finance Authority shall develop and
3640 administer a program of mortgage assistance to first responders who
3641 submit a compliance certification pursuant to the provisions of section
3642 65 of this act as part of the application process to receive such mortgage
3643 assistance. Such mortgage assistance shall be available to such first
3644 responder under guidelines adopted by the authority for the purchase
3645 of a home used as such first responder's principal residence in the
3646 community served by such first responder. In making mortgage
3647 assistance available under the program, the authority may utilize down
3648 payment assistance or any other appropriate housing subsidies. The
3649 terms of any mortgage assistance may allow the mortgagee to realize a
3650 reasonable portion of any equity gain upon sale of the mortgaged
3651 property.

3652 Sec. 73. (*Effective from passage*) (a) There is established a task force to
3653 study issues relating to the recruitment and retention of public safety
3654 personnel. Such study shall include, but need not be limited to, an
3655 examination of the feasibility and fiscal impact of the state providing (1)
3656 tuition waivers, mortgage assistance and tax credits to correction
3657 officers and judicial marshals, (2) tuition waivers to the dependent
3658 children of police officers, uniformed members of paid or volunteer fire
3659 departments and emergency medical service personnel, (3) tuition
3660 waivers for undergraduate and graduate degree programs at The
3661 University of Connecticut to police officers, uniformed members of paid
3662 or volunteer fire departments and emergency medical service
3663 personnel, and (4) tuition vouchers to public safety personnel that can
3664 be used at any accredited institution of higher education in the state.

3665 (b) The task force shall consist of the following members:

3666 (1) One appointed by the speaker of the House of Representatives,

- 3667 who has expertise in public safety;
- 3668 (2) One appointed by the president pro tempore of the Senate, who is
3669 a representative of the University of New Haven and has expertise in
3670 higher education;
- 3671 (3) One appointed by the majority leader of the House of
3672 Representatives;
- 3673 (4) One appointed by the majority leader of the Senate;
- 3674 (5) One appointed by the minority leader of the House of
3675 Representatives;
- 3676 (6) One appointed by the minority leader of the Senate;
- 3677 (7) The Commissioner of Emergency Services and Public Protection,
3678 or the commissioner's designee;
- 3679 (8) The Commissioner of Education, or the commissioner's designee;
3680 and
- 3681 (9) The Chief Court Administrator, or the administrator's designee.
- 3682 (c) Any member of the task force appointed under subdivision (1),
3683 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
3684 of the General Assembly.
- 3685 (d) All initial appointments to the task force shall be made not later
3686 than thirty days after the effective date of this section. Any vacancy shall
3687 be filled by the appointing authority.
- 3688 (e) The speaker of the House of Representatives and the president pro
3689 tempore of the Senate shall select the chairpersons of the task force from
3690 among the members of the task force. Such chairpersons shall schedule
3691 the first meeting of the task force, which shall be held not later than sixty
3692 days after the effective date of this section.
- 3693 (f) The administrative staff of the joint standing committee of the

3694 General Assembly having cognizance of matters relating to public safety
3695 and security shall serve as administrative staff of the task force.

3696 (g) Not later than January 1, 2027, the task force shall submit a report
3697 on its findings and recommendations to the joint standing committee of
3698 the General Assembly having cognizance of matters relating to public
3699 safety and security, in accordance with the provisions of section 11-4a
3700 of the general statutes. The task force shall terminate on the date that it
3701 submits such report or January 1, 2027, whichever is later.

3702 Sec. 74. (*Effective from passage*) The Chief Workforce Officer shall
3703 develop a plan for the establishment of a police officer and firefighter
3704 career pipeline program that includes, but shall not be limited to: (1) A
3705 strategy to increase the number of state residents pursuing careers as
3706 police officers or firefighters, and (2) estimated funding needed to
3707 support a police officer and firefighter career pipeline program. Not
3708 later than January 1, 2027, the Chief Workforce Officer shall submit a
3709 report on the plan, in accordance with the provisions of section 11-4a of
3710 the general statutes, to the joint standing committees of the General
3711 Assembly having cognizance of matters relating to public safety and
3712 labor and public employees.

3713 Sec. 75. Section 10-236a of the general statutes is repealed. (*Effective*
3714 *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	<i>July 1, 2026</i>	New section
Sec. 17	<i>July 1, 2026</i>	New section
Sec. 18	<i>October 1, 2026</i>	29-221
Sec. 19	<i>October 1, 2026</i>	29-222
Sec. 20	<i>October 1, 2026</i>	29-223a(b)
Sec. 21	<i>October 1, 2026</i>	29-224(b)
Sec. 22	<i>October 1, 2026</i>	29-224b
Sec. 23	<i>October 1, 2026</i>	New section
Sec. 24	<i>October 1, 2026</i>	29-225
Sec. 25	<i>July 1, 2026</i>	New section
Sec. 26	<i>from passage</i>	New section
Sec. 27	<i>October 1, 2026</i>	31-3l
Sec. 28	<i>from passage</i>	New section
Sec. 29	<i>from passage</i>	New section
Sec. 30	<i>October 1, 2026</i>	New section
Sec. 31	<i>October 1, 2026</i>	New section
Sec. 32	<i>October 1, 2026</i>	31-40w
Sec. 33	<i>October 1, 2026</i>	19a-89e(n)
Sec. 34	<i>from passage</i>	New section
Sec. 35	<i>October 1, 2026</i>	New section
Sec. 36	<i>October 1, 2026</i>	New section
Sec. 37	<i>from passage</i>	New section
Sec. 38	<i>October 1, 2026</i>	31-13a
Sec. 39	<i>from passage</i>	New section
Sec. 40	<i>October 1, 2026</i>	31-58(e)
Sec. 41	<i>from passage</i>	New section
Sec. 42	<i>from passage</i>	New section
Sec. 43	<i>from passage</i>	10a-156b(d)
Sec. 44	<i>July 1, 2027</i>	New section
Sec. 45	<i>July 1, 2027</i>	New section
Sec. 46	<i>July 1, 2027</i>	New section
Sec. 47	<i>October 1, 2026</i>	New section
Sec. 48	<i>October 1, 2026</i>	New section
Sec. 49	<i>October 1, 2026</i>	New section
Sec. 50	<i>from passage</i>	New section

Sec. 51	<i>July 1, 2026</i>	New section
Sec. 52	<i>July 1, 2026</i>	10-155k
Sec. 53	<i>from passage</i>	29-4(e)
Sec. 54	<i>October 1, 2026</i>	31-53
Sec. 55	<i>January 1, 2027</i>	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>	7-323l(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

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 27 \$	FY 28 \$
Connecticut Housing Finance Authority (CHFA)	CHFA - Cost/Revenue Impact	Minimal	Minimal
Connecticut State Colleges and Universities	OF - Cost	50,000	Minimal
Connecticut State Colleges and Universities	OF - Revenue Gain	See Below	See Below
Connecticut State Colleges and Universities	OF - Net Revenue Loss	None	See Below
Department of Administrative Services - Workers' Comp. Claims	WCF - Potential Cost	See Below	See Below
Department of Developmental Services	GF - Potential Cost	At least 180,000	At least 180,000
Department of Revenue Services	GF - Potential Revenue Loss	Minimal	Minimal
Judicial Dept. (Probation); Correction, Dept.	GF - Potential Cost	See Below	See Below
Labor Dept.	GF - Cost	Up to 40,000	Up to 110,000
Labor Dept.	GF - Potential Revenue Gain	See Below	See Below
Military Dept.	GF - Potential Cost	None	224,963
Military Dept.	GF - Cost	50,000	None
Resources of the General Fund	GF - Potential Revenue Gain	See Below	See Below
Resources of the General Fund	GF - Revenue Gain	58,000	58,000
Social Services, Dept.	GF - Revenue Gain	Minimal	Minimal
Social Services, Dept.	GF - Cost	Approximately 182,000	Approximately 182,000

State Comptroller - Fringe Benefits ¹	GF - Cost	34,000/See Below	34,000/See Below
State Comptroller - Fringe Benefits	Various - Potential Cost	Less than 40,000	Less than 40,000
State Comptroller - Fringe Benefits	GF - Potential Cost	None	Up to 89,898
State Comptroller - Fringe Benefits	GF - Potential Cost	At least 75,000	At least 75,000
UConn	OF - Revenue Loss	None	680,000
UConn Health Center	OF - Potential Cost	See Below	See Below
UConn; UConn Health Center	OF - Potential Cost	None	See Below

Note: CHFA=Resources of CHFA; OF=Other Funds; WCF=Workers' Compensation Fund; GF=General Fund; Various=Various Funds

Municipal Impact:

Municipalities	Effect	FY 27 \$	FY 28 \$
Local and Regional School Districts	STATE MANDATE ² - Cost	Potential Significant	Potential Significant
Various Municipalities	STATE MANDATE - Potential Cost	See Below	See Below
All Municipalities; Local and Regional School Districts	STATE MANDATE - Potential Cost	Potential	Potential
All Municipalities	Revenue Loss	See Below	See Below
Various Municipalities	Potential Cost	See Below	See Below

¹The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 41.82% of payroll in FY 27.

² State mandate is defined in Sec. 2-32b (2) of the Connecticut General Statutes, "state mandate" means any state initiated constitutional, statutory or executive action that requires a local government to establish, expand or modify its activities in such a way as to necessitate additional expenditures from local revenues.

Explanation

The bill results in various fiscal impacts to several state agencies and municipalities, as described below.

Section 1, which expands the workers' compensation provided to certain healthcare workers who suffer an injury as the result of an assault, results in a potential cost to the Department of Administrative Services – Worker's Compensation Claims and local and regional school districts beginning in FY 27 to the extent health care workers qualify for the expanded benefits.

The workers' compensation claims of the UConn Health Center (UCHC) are currently covered by the General Fund, up to \$3,460,985 annually. To the extent that Section 1 results in UCHC workers' compensation claims exceeding this cap, there is a cost to UCHC that will depend on the amount of claims filed, and associated coverage costs.

Section 4 expands the current prohibition on employment promissory notes to include all employers, regardless of size (under current law, employers with 25 or fewer employees are exempt). This results in a potential minimal revenue gain to the Department of Labor (DOL) to the extent violations occur and penalties are collected from previously exempt employers. Per CGS Sec. 31-69a, the penalty is \$300 per violation.

Section 7 results in a potential cost to the Department of Administrative Services – Worker's Compensation Claims and various self-insured municipalities beginning in FY 27 to the extent qualified public works personnel apply for workers' compensation benefits due to the expanded population eligible for such benefits under this section.

Any potential increase in the number of workers' compensation claims resulting from this section is not anticipated to be great enough to result in a fiscal impact to the Workers' Compensation Commission.

Section 8 results in a potential, minimal cost to local and regional school districts annually beginning in FY 27. The section requires local and regional school districts to hire third party hearing officers for all hearings regarding the termination of a tenured teacher and allows districts to request a copy of the transcript so long as they bear the cost of the copy. Currently either a hearing officer or a board of education subcommittee may conduct the hearing. The cost of the hearings will be shared by all involved parties as under current law.

The cost of the section to a district will vary based on the number of hearings conducted, the rate charged by such officers, whether in the absence of the section the district would have chosen to instead use a subcommittee, and the cost of any requested transcripts. Any cost is expected to be minimal, as such hearings are rare.

Section 9 expands existing worker retention requirements to include a broader range of service contracts and covered locations. This results in (1) a potential revenue gain to the DOL, and (2) a potential cost to municipalities and districts.

State Impact:

This section changes how complaints are currently handled by also allowing employees to file complaints with the DOL. It is anticipated that the agency can accommodate any increases in complaints within existing resources.

Additionally, this section increases penalties for successor employer violations from a maximum of \$100 to between \$500 and \$1,000 per employee for each day the violation continues. It also establishes a penalty for awarding authorities or terminated contractors ranging from \$50 to \$200 per employee for each day the violation continues. This results in a potential revenue gain to the DOL to the extent violations are found and penalties are paid.

Municipal Impact:

This section requires certain vendors providing contracted services to municipalities and school districts to retain their predecessors' employees for at least 90 days. This results in a potential cost to municipalities and districts, beginning in FY 28, associated with increased personnel and vendor costs. The potential cost to a municipality or district depends on the terms of existing and future contracts, and the terms of a contract that a municipality or district would have entered into in the absence of the section's provisions.

There is also a potential cost to municipalities and districts associated with violating the provisions of this section including: (1) backpay and compensatory damage payments if violations are found; and (2) penalty fees per day per worker for which the provisions of the section were violated. The cost to a municipality or district depends on the violation of the section's provisions.

Section 10 expands eligibility for the "Fallen Hero Fund" to correction officers and investigators, resulting in a potential minimal General Fund revenue loss beginning as early as FY 27.

Benefit payments, which total \$100,000 for each qualifying beneficiary, are exempt from the personal income tax under current law. Thus, each additional beneficiary that qualifies under this section would result in a General Fund revenue loss of approximately \$4,000.

As under existing law, the surviving family is eligible for health insurance coverage under the state partnership plan, which results in a net neutral fiscal impact to the state or municipalities facilitating coverage as the payments will be reimbursed by the Fallen Hero Fund.

Section 11 extends health insurance coverage under a partnership plan to survivors of unpaid volunteer firefighters killed in the line of duty, resulting in a net neutral fiscal impact to the state and municipalities facilitating coverage as the premium costs will be reimbursed by the Fallen Hero Fund.

Section 12 extends health insurance coverage under the state

employee health plan to survivors of unpaid volunteer firefighters, state marshals, correction officers, and investigators who die resulting from injuries sustained while on duty, resulting in a cost to the State Comptroller - Fringe Benefits of less than \$40,000 annually beginning in FY 27 for the cost of medical premiums per qualifying beneficiary to the extent they elect coverage.

Section 14 requires the Department of Emergency Services and Public Protection (DESPP), in conjunction with the Department of Mental Health and Addiction Services, to expand the CRISIS program statewide by January 1, 2027. PA 25-168, the FY 26 and FY 27 Budget, provides funding for DESPP to expand the CRISIS program statewide beginning in FY 27, therefore the agency is expected to meet the requirements of this section within existing resources.

Section 15 allows municipalities not participating in the Connecticut Municipal Employees' Retirement System to create a deferred retirement option plan, resulting in the following potential costs: (1) \$50,000 for a feasibility study, (2) \$50,000 for an actuarial evaluation within four-years of the plan's inception (as early as FY 27), (3) administration expenses, and (4) employer contributions.

Section 17 results in a cost to DSS of approximately \$182,000 in both FY 27 and FY 28 and a related federal grants revenue gain of \$58,000 in both years. State costs include \$100,000 for fiscal intermediary (FI) contract increases, as well as funding for one full-time Health Program Associate with an approximate annual salary of \$82,000 to manage the collection and posting of FI quarterly reports. The Office of the State Comptroller (OSC) will incur at least \$34,000 in associated fringe benefit costs.

To the extent DDS is required to assist with data collection, the department will incur staffing costs of at least \$180,000 for two Associate Fiscal/Administrative Officer positions (at an annual salary of \$90,309 each). The Office of the State Comptroller (OSC) will incur at least \$75,000 in associated fringe benefit costs.

Section 26 establishes a two-year pilot program for certified educator externships with private sector employers. This results in a cost to the State Department of Education (SDE) in both FY 29 and FY 30 related to program development, administration, stipends to participating educators, and grants to employers. The cost is dependent on the provisions of the pilot program, particularly the grant and stipend amount along with the number of participants, and necessary contracts.

Section 32 requires employers to provide reasonable break time for breastfeeding employees. This results in a potential minimal revenue gain to the DOL to the extent violations occur and penalties are collected. Per CGS Sec. 31-69a, the penalty is \$300 per violation³.

Section 34 requires the Department of Public Health (DPH) to administer a grant program to expand certified nursing assistant training programs in the greater Hartford area and rural communities in the state, resulting in an annual cost beginning in FY 27, dependent on funding provided. DPH would award grants to organizations that provide education and training to prospective certified nursing assistants in such areas. To the extent possible, Rural Health Transformation Program federal funding may also be used to aid education and training programs provided in rural communities.

Section 35 requires the Military Department to run an annual job fair, resulting in an estimated annual cost of \$50,000 to the Military Department beginning in FY 27 for equipment, supplies, and outreach materials.

This section also establishes several requirements for the DOL related to veteran and military member career support, including a study of models from other states in the region that deploy technology to connect such individuals with prospective employers. This results in a cost of up to \$100,000 in FY 28 for the hiring of a consultant to conduct such study.

³ According to the agency, no civil penalties have been collected over the past few years.

Section 36 requires the Military Department to increase promotion of and periodically improve its employment assistance program, resulting in a potential cost to the Military Department of up to \$224,963 and a potential cost to the State Comptroller of up to \$89,898 beginning in FY 28. Depending on the extent to which the department improves and promotes the program and how many transitioning servicemembers participate, the department may need to hire one Program Manager and one Executive Assistant II. Costs of equipment and supplies for these positions are not expected to exceed \$10,000 annually.

This section also requires the Military Department to run an annual job fair, resulting in an estimated annual cost of \$50,000 in FY 27 for equipment, supplies, and outreach materials.

Section 38, which requires employers with 100 or more employees to create a guide for their employees with the pay codes that the employer uses, results in a potential minimal revenue gain to the DOL to the extent violations occur and fines are paid. Per CGS Sec. 31-69a, the penalty is \$300 per violation.

Section 39 establishes a program within DESPP for providing grants to junior firefighter programs run by volunteer fire departments. This results in a potential cost to DESPP to the extent additional resources are necessary to establish and manage the grant program. The amendment does not specify a funding source for the grant program.

Sections 41 - 43 result in potential costs annually beginning in FY 28 to UConn and the UConn Health Center. It requires UConn to: (1) create a salary schedule for members of the UConn police and fire departments that must subsequently be a mandatory subject of collective bargaining; and (2) establish an unspecified education benefit for members of the UConn police and fire departments and their dependents.

Any cost, and the timing of such cost, associated with the amendment's required salary schedule would depend on the provisions of future collective bargaining agreements. UConn employs 71 sworn police officers and 40 firefighters (111 total officers, including UConn

Health). The average salary is \$72,338 for a UConn police officer and \$82,522 for a UConn firefighter.

The cost associated with the amendment's education benefit would depend on the benefit's provisions, and the number of UConn police officers and firefighters (and their dependents) who receive the benefit. As an illustration, if 5% of the 111 total UConn police and firefighters, or their dependents, were to receive a tuition reimbursement in FY 27, the revenue loss would be approximately \$94,400.

Sections 44 - 47 create a process for public utility pole users and owners to transfer their wires and equipment from existing poles to replacement poles and then remove double utility poles, which does not result in a cost to the state or municipalities. The amendment also imposes a civil penalty of up to \$100 for each day that a utility pole user or owner remains in violation of the amendment's requirements under various circumstances. It is anticipated that this will result in a minimal revenue gain to the Department of Social Services (DSS), which the amendment requires be used to support the Connecticut Energy Assistance Program (commonly known as LIHEAP).

Rate Payer Impact

These sections could potentially achieve savings for electric customers, to the extent it results in costs caused by pole users to be appropriately allocated to those entities, rather than electric distribution companies. The amount of savings is indeterminate and will be based on a number of factors outside the immediate scope of the amendment.

Section 51 changes the process for determining if a paraeducator is eligible to receive unemployment benefits and requires districts to submit information to the DOL for the DOL to make that determination. By changing the process for determining if a paraeducator is eligible for unemployment benefits, the section potentially increases the number of paraeducators who could receive unemployment benefits. This results in costs to local and regional school districts annually beginning in FY 27. Districts are reimbursable employers of the Unemployment

Compensation Fund (UCF), which means that they reimburse the UCF dollar-for-dollar for the benefits paid to their former employees. To the extent that more paraeducators receive unemployment benefits as a result of the amendment, there is a corresponding cost to districts to reimburse the UCF. That cost will vary based on the number of paraeducators receiving benefits, and the total amount of benefits received, and may be significant.

Districts may incur additional one-time costs to purchase or upgrade any software needed to submit information to DOL pursuant to the section's provisions. Any costs will vary based on the manner that DOL prescribes to submit such information.

This section also results in a cost to DOL of \$40,000 in FY 27 and \$10,000 in FY 28 related to consultant and vendor costs needed to create the technology to securely accept the information that districts must provide to the DOL.

Section 54 creates a new misdemeanor, which results in a potential cost to the Department of Correction and the Judicial Department for incarceration or probation and a potential revenue gain to the General Fund from fines.⁴ On average, the marginal cost to the state for incarcerating an offender for the year is \$3,300⁵ while the average marginal cost for supervision in the community is less than \$600⁶ each year for adults and \$450 each year for juveniles.

Sections 57 - 58 result in a one-time cost of up to \$50,000 in FY 27, a revenue gain annually beginning in FY 27, and a minimal cost annually beginning in FY 28 to the Connecticut State Colleges and Universities

⁴ The maximum penalty is \$5,000 and/or five years in prison.

⁵ Inmate marginal cost is based on increased consumables (e.g., food, clothing, water, sewage, living supplies, etc.). This does not include a change in staffing costs or utility expenses because these expenses would only be realized if a unit or facility opened.

⁶ Probation marginal cost is based on services provided by private providers and only includes costs that increase with each additional participant. This does not include a cost for additional supervision by a probation officer unless a new offense is anticipated to result in enough additional offenders to require additional probation officers.

(CSCU). It requires CSCU, along with UConn, to identify best practices of a high-quality internship and develop a syllabus based on those best practices. It also requires CSCU (via Charter Oak State College) to use the syllabus to develop an online training course for employers to offer high-quality internships. The amendment does not require UConn to develop an online training course.

As CSCU does not have expertise in developing or maintaining online training courses for high quality internships, it is anticipated that it would need to hire a consultant to assist. This would result in a cost of up to \$50,000 in FY 27. There is an additional, minimal cost to CSCU in FY 28, and annually thereafter, to host, maintain, and update the training course as needed.

The amendment allows CSCU to charge course enrollment fees. This results in a revenue gain annually beginning in FY 27 that at least partially offsets the cost of the online training program.

There is no fiscal impact to UConn, as the amendment does not require UConn to develop an online training course.

Section 62 results in a potential revenue loss to municipalities beginning in FY 27 to the extent a municipality chooses to abate all or a portion of property taxes for a surviving domestic partner of certain first responders that meet certain requirements. Any revenue loss is dependent on the number of individuals that qualify and the amount of property taxes a municipality chooses to abate. There is no impact to a municipality that chooses not to implement this optional property tax abatement.

Sections 69 - 70 result in an annual net revenue loss to the Connecticut State Colleges and Universities (CSCU) beginning in FY 28. The sections require CSCU to: (1) waive tuition for up to 200 eligible first responders at the Connecticut State Universities (CSUs) and up to 200 eligible first responders at CT State, and (2) waive mandatory fees for National Guard members who are currently eligible for a tuition waiver.

If 400 eligible first responders received tuition waivers across CSCU (200 at the CSUs and 200 at CT State), the total annual revenue loss would be \$2.3 million. To the extent that this tuition waiver results in increased enrollment at CSCU, the revenue loss is offset by an increase in revenue from fees. The extent of such offsetting revenue gain will depend on the number of first responders who attend CSCU due to the sections' tuition waiver. These sections' tuition waiver provision does not apply to UConn.

The sections result in an additional revenue loss to CSCU of up to \$2 million annually beginning in FY 28. This revenue loss is associated with the section's waiver of mandatory fees for members of the National Guard who currently receive a statutory tuition waiver. There are 604 National Guard members receiving tuition waivers at CSCU in FY 26.

Section 71 results in an annual revenue loss of approximately \$680,000 beginning in FY 28 for the University of Connecticut. It requires UConn to waive mandatory fees for members of the National Guard who already receive a statutory tuition waiver. There are 173 National Guard members receiving tuition waivers at UConn in FY 26.

Section 72 requires the Connecticut Housing Finance Authority (CHFA) to establish a new program of mortgage assistance for certain first responders, which results in costs to CHFA from the authority's own resources beginning in FY 27 associated with developing and marketing the program.⁷

If CHFA provides first responders with existing first-time homebuyer mortgage products at a reduced interest rate, changes to CHFA's operating revenues are anticipated to be minimal.

Costs or revenue loss for providing other forms of assistance would depend on: (1) the number of first responders assisted and (2) the type

⁷ CHFA is a quasi-public authority that issues its own federally tax-exempt and taxable mortgage revenue bonds. The authority pays its operating expenses using funds derived from the excess of interest income from loans over bond interest expenses.

of assistance provided. Given the low utilization rate of CHFA's other occupation-specific mortgage assistance programs, this section is not anticipated to materially change the rate of spending.⁸

Sections not listed above have no fiscal impact on the state or municipalities.

House "A" strikes the underlying bill and its associated fiscal impact resulting in the impact described above.

The Out Years

The annualized fiscal impact identified above would continue into the future, subject to inflation, fluctuations in workers' compensation claim volumes and benefit amounts, the number of violations found and penalties collected, the volume of hearings required for the termination of tenured teachers, instances where covered individuals are killed in the line of duty, the provisions of future collective bargaining agreements, among other factors.

⁸ In 2025, CHFA assisted approximately 3,800 first-time homebuyers. Of these buyers, 27 utilized the Teachers Mortgage Assistance Program, 64 utilized the Military Homeownership Program, and 7 utilized the Police Officer Homeownership Program.

OLR Bill Analysis**sHB 5003 (as amended by House "A")*****AN ACT CONCERNING WORKFORCE DEVELOPMENT AND WORKING CONDITIONS IN THE STATE.**

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§ 2 — DISCLOSURE OF WAGE RANGES AND BENEFITS IN PUBLIC AND INTERNAL JOB ADVERTISEMENTS

Requires an employer to include a position's wage or wage range, and a general description of the position's benefits, in public and internal job advertisements; removes a court's ability to award punitive damages against employers in wage disclosure violation cases

§ 3 — PATIENT VIOLENCE REPORTING WORKING GROUP

Establishes a working group to study implementing a system (1) for certain health care providers to report incidents of patient violence to the statewide health information exchange and (2) to notify these providers when they have scheduled visits with patients who have a documented history of these incidences

§ 4 — EMPLOYMENT PROMISSORY NOTES

Brings all employers under a law that generally prohibits requiring employees to sign an agreement that requires the employee to repay the employer if he or she does not stay at the job for a certain duration

§ 5 — SUB-MINIMUM WAGE TASK FORCE

Creates a task force to study additional services, funding, and benefits that may support people with disabilities who earn less than the minimum wage

§ 6 — MINIMUM WAGE AT CANNABIS ESTABLISHMENTS

Prohibits the labor commissioner from counting tips as part of the state's minimum wage requirement for employees of cannabis establishments, dispensaries, or producers

§ 7 — PORTAL-TO-PORTAL WORKERS' COMPENSATION FOR PUBLIC WORKS DEPARTMENT EMPLOYEES

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§ 8 — TEACHER TERMINATIONS

Sets a standard of review for when a tenured public school teacher is terminated; changes who makes the final decision when a tenured teacher is under consideration for termination and requests a hearing; changes the court’s review standards for appeals of tenured teacher termination decisions

§ 9 — RETENTION OF SERVICE CONTRACT WORKERS

Requires entities that take over certain service contracts at covered locations, contract out services, or receive property in a sale or transfer to retain the terminated contractor’s employees for at least 90 days

§ 10 — FALLEN HERO FUND

Allows surviving family members of correction officers and investigators killed in the line of duty to receive benefits from the Fallen Hero Fund

§ 11 — PARTNERSHIP PLAN COVERAGE FOR SURVIVORS OF VOLUNTEER FIREFIGHTERS

Requires non-state public employers to provide partnership plan coverage to survivors of certain unpaid volunteer firefighters

§ 12 — STATE EMPLOYEE HEALTH INSURANCE PLAN COVERAGE FOR SURVIVORS OF VOLUNTEER FIREFIGHTERS, STATE MARSHALS, CORRECTION OFFICERS, AND INVESTIGATORS

Generally allows the surviving spouse and dependent children of a state marshal, correction officer, investigator, or unpaid volunteer firefighter who died performing their duties to participate in the state employee health insurance plan

§ 13 — PUBLIC SCHOOL TEACHER PAYROLL DEDUCTION OF UNION DUES

Conforms the state’s collective bargaining law for public school teachers to federal case law by removing provisions that could require teachers who were covered by a CBA, but not dues paying members of the union, to pay other fees instead of union dues

§ 14 — CRISIS INITIATIVE EXPANSION

Expands the CRISIS Initiative throughout Connecticut

§ 15 — DEFERRED RETIREMENT OPTION PLAN FOR NON-CMERS MUNICIPALITIES

Allows municipalities that do not participate in CMERS to create a deferred retirement option plan for their employees

§ 16 — DIRECT CARE SERVICES EMPLOYEE ACCESS TO VIRTUAL MONITORING EVIDENCE

Generally allows employees in programs administered by DDS and DSS to access evidence from virtual monitoring if it will be used in a disciplinary action against them and they meet certain conditions

§ 17 — PCA FISCAL INTERMEDIARY REPORTS

Requires DSS to file quarterly reports on the fiscal intermediary that provides payroll and other services for DSS's self-directed home care programs, including information on PCA timesheets and certain contract violations

§§ 18-24 — CRANES AND HOISTING EQUIPMENT

Expands the size of the Examining Board for Crane Operators, eliminates licensure and registration exemptions for people engaged in arboriculture, and changes the investigative and enforcement authority of the board and DAS

§ 25 — RESC AND CTECS REPORT ON WORK-BASED LEARNING PROGRAMS

Requires each RESC and the CTECS executive director to annually report on their high school work-based learning programs

§ 26 — PRIVATE SECTOR EDUCATOR EXTERNSHIPS

Requires the creation of a pilot program for educator externships with private sector employers to align classroom instruction with current industry standards and workforce needs

§ 27 — REGIONAL WORKFORCE NAVIGATOR

Requires each of the state's regional workforce development boards to include a regional workforce navigator to help connect people in adult education programs with workforce opportunities

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Requires the (1) chief workforce officer to develop a training on adult education programs in the state and (2) regional workforce navigators to have this training annually

§ 29 — SDE STUDY OF CO-INSTRUCTION TEACHING MODELS

Creates a working group to study the effectiveness and benefits of co-instruction teaching models used by public schools

§§ 30 & 31 — FEDERAL ADA INFORMATION

Requires DOL to post information about the federal ADA and how it relates to reasonable accommodations in the workplace; requires employers to give their employees written notice about this information

§ 32 — BREASTFEEDING AND EXPRESSING MILK IN THE WORKPLACE

Requires employers to provide reasonable break times for an employee to express breast milk for the employee's nursing child or to breastfeed in the workplace

§ 33 — HOSPITAL STAFFING COMMITTEES AND NURSE STAFFING PLANS

Requires the DPH commissioner to create a report on the number of times hospitals varied from the nurse staffing plans that the law requires them to develop

§ 34 — CERTIFIED NURSING ASSISTANT TRAINING PROGRAM GRANT

Requires DPH, within available appropriations, to administer a grant program for CNA training programs in the Hartford area and rural communities in the state

§ 35 — DOL INFORMATIONAL WEBPAGE & STUDY ON TECHNOLOGY USE FOR MILITARY EMPLOYMENT

Requires the DOL commissioner to improve and update the veteran employment information on DOL's website; requires the DVA commissioner to send a periodic email newsletter with relevant resources and materials on the DOL informational webpage; requires the DOL commissioner to study certain models that use technology to connect current and former armed forces members with prospective employers

§ 36 — MILITARY DEPARTMENT EMPLOYMENT ASSISTANCE PROGRAM FOR THE NATIONAL GUARD & ANNUAL JOB FAIR

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§ 38 — PAYCHECK TRANSPARENCY

Requires certain employers to create a guide for employees on pay codes for overtime and pay differentials

§ 39 — GRANT PROGRAM FOR JUNIOR FIREFIGHTER PROGRAMS

Creates a grant program for junior firefighter programs run by volunteer fire departments

§ 40 — MINOR LEAGUE BASEBALL PLAYERS

Exempts minor league baseball players from state minimum wage and overtime laws

§§ 41-43 — UCONN SPECIAL POLICE FORCES AND FIRE DEPARTMENT

Requires UConn's president to establish a recruitment and retention program for the UConn special police forces and fire department and submit annual reports on it; expands the objective job-based criteria she must use to establish classifications for UConn's special police forces

§§ 44-47 — DOUBLE UTILITY POLES

Generally creates a process for public utility pole users and owners to transfer their wires and equipment from existing poles to replacement poles and then remove double utility poles

§ 48 — INFORMATION ON VETERANS' BENEFITS AND SERVICES

Requires the labor commissioner and the chief manufacturing officer to post information about veterans' benefits and services on the Department of Labor and the Office of Manufacturing websites

§ 49 — FIRE INSTRUCTORS

Requires the DAS commissioner to create a job classification for part-time fire service instructors in DESPP's Division of Fire Services Administration

§ 50 — HEALTH INSURANCE FOR RETIRED POLICE AND FIREFIGHTERS

Requires the state comptroller to study health insurance coverage for retired police officers and firefighters in the state

§ 51 — “REASONABLE ASSURANCE” OF RETURNING TO WORK FOR PARAEDUCATORS

Requires school districts, before the end of regular school sessions, to notify DOL about which of their paraeducators have reasonable assurance of returning to work when school sessions resume

§ 52 — SCHOOL PARAEDUCATOR ADVISORY COUNCIL

Adjusts paraeducator representation on the School Paraeducator Advisory Council

§ 53 — STATE POLICE ASSIGNED TO HIGHWAY CONSTRUCTION PROJECTS

Requires members of the State Police to be paid at a rate established under an agreement between the DOT commissioner and the DESPP commissioner when they are assigned to a DOT highway construction project

§ 54 — PREVAILING WAGE

Requires employers on prevailing wage projects to keep daily attendance records of the workers on a covered project and submit them weekly to the agency overseeing the project; requires the labor commissioner, when determining the prevailing wages required on a public works project, to determine the portion that covers payments, contributions, and member benefits at the journeyman rate

§§ 55 & 56 — CONSTRUCTION CONTRACTOR LIABILITY FOR UNPAID WAGES

Makes certain construction contractors jointly and severally liable for any unpaid wages owed to a subcontractor’s employees

§§ 57-61 — HIGH-QUALITY INTERNSHIPS

Requires the UConn Board of Trustees and BOR to jointly identify the qualities and best practices of a high-quality internship program and create a syllabus for employers’ online training using them; sets various related reporting requirements

§ 62 — MUNICIPAL TAX ABATEMENT FOR SURVIVING DOMESTIC PARTNERS OF FIRST RESPONDERS

Expands an optional municipal property tax abatement for the spouses of first responders who died in the line of duty to also cover domestic partners

§ 63 — WORKING GROUP ON TAX INCENTIVES AND CREDITS FOR VOLUNTEER FIREFIGHTERS

Establishes a working group to review and make recommendations for tax incentives and credits for volunteer firefighters

§ 64 — LOBSTER SALES

Allows (1) food service establishments to sell consumers lobsters greater or less than LMA 6 minimum and maximum length requirements under certain conditions and (2) licensed seafood dealers to sell food service establishments these lobsters

§§ 65-72 — FIRST RESPONDER TUITION AND MORTGAGE ASSISTANCE PROGRAM

Requires CT State and CSCU to waive tuition for eligible police officers, firefighters, and EMS personnel (first responders); requires CHFA to develop and administer a mortgage assistance

program for these first responders; requires POST, the Commission on Fire Prevention and Control, and DPH to establish eligibility requirements for these programs

§§ 69-71 — FEE WAIVERS FOR NATIONAL GUARD MEMBERS

Expands the current tuition waiver for active National Guard members enrolled at CT State, CSCU, or UConn to include all mandatory fees

§ 73 — PUBLIC SAFETY PERSONNEL RECRUITMENT AND RETENTION TASK FORCE

Establishes a task force to study recruitment and retention issues for public safety personnel

§ 74 — POLICE OFFICER AND FIREFIGHTER CAREER PIPELINE PROGRAM

Requires the chief workforce officer to develop a plan to establish a police officer and firefighter career pipeline program

§ 75 — REPEALER

Repeals a law that generally requires school boards to indemnify teachers, board members, or other school employees if they are assaulted while performing their duties and suffers a financial loss or expense

BACKGROUND

SUMMARY

This bill makes various changes as described in the section-by-section analysis below.

EFFECTIVE DATE: Various; see below.

*House Amendment "A" makes numerous changes to the underlying bill. Broadly, it removes provisions on (1) healthcare worker parking violations, (2) payroll deductions of union dues for state and municipal employees, (3) school construction grants, (4) reasonable accommodations for conditions related to menopause, and (5) inclement weather business closures. It adds provisions on (1) the Fallen Hero Fund, (2) federal Americans with Disabilities Act information, (3) minor league baseball players, (4) the UConn special police forces and fire department, (5) double utility poles, (6) posting information about veterans' benefits and services, (7) fire instructors, (8) health insurance coverage for retired police officers and firefighters, (9) "reasonable assurance" of returning to work for paraeducators, (10) the School Paraeducator Advisory Council, (11) State Police assigned to highway

construction projects, (12) the prevailing wage, (13) construction contractor liability for unpaid wages, (14) high-quality internship programs, (15) municipal tax abatement for surviving domestic partners of first responders, (16) the working group on tax incentives and credits for volunteer firefighters, and (17) lobster sales.

§§ 1 & 75 — ENHANCED WORKERS' COMPENSATION BENEFITS FOR HEALTH CARE PROVIDERS AND TEACHERS ASSAULTED AT WORK

Allows certain teachers, health care providers, and related employees to receive enhanced workers' compensation benefits if they are unable to work due to being assaulted at work

The bill allows certain teachers, health care providers, and related employees to receive enhanced workers' compensation benefits if they are unable to work (totally or partially) as a result of a physical or negligent assault upon them while performing their duties within the scope of their employment. For teachers and other education employees, the bill substitutes this for an existing similar benefit (which the bill repeals) that is outside of workers' compensation.

More specifically, the bill requires these teachers, health care providers, and employees to receive a workers' compensation benefit that equals 100% of their average weekly earnings as of the date of the injury (calculated using the same process that applies to other workers' compensation claimants), with no cap on the benefit amount, plus their expenses reasonably incurred for medical or other services needed due to the assault, and any lost wages due to an absence for a court appearance connected to the assault.

Under existing law, an injured employee's workers' compensation benefit generally equals 75% of their after-tax average weekly earnings, subject to a cap set at the average weekly earnings of all workers in the state (CGS §§ 31-307(a) & 31-309). It covers related medical expenses, but not other out-of-pocket expenses or lost wages for court appearances.

Under the bill, a teacher, health care provider, or employee must continue to be paid their salary or contracted wage if they miss work

due to an injury sustained during an assault or for a court appearance connected to the assault. However, workers' compensation benefits may be deducted from these wages during the absence. In addition, the absence cannot be charged against the provider's or employee's sick leave, vacation time, or personal leave.

Under current law, if a teacher, board member, or other employee of a school district or certain state institutions or agencies is assaulted while performing their duties and suffers a financial loss or expense, then the employer must generally cover those losses and expenses. These include reasonable medical or other service expenses the injured person incurred that were not covered by insurance, workers' compensation, or another outside source. The bill correspondingly repeals this law (§ 75).

EFFECTIVE DATE: October 1, 2026

Covered Health Care Providers and Employees

Under the bill, the enhanced workers' compensation benefits are available to a health care provider or other employee of a health care facility or institution. A "health care provider" is someone directly or indirectly employed by, or volunteering for, a health care facility or institution, and who (1) is involved in direct patient care or (2) has direct contact with the patient or the patient's family when (a) collecting or processing information for patient forms and records or (b) escorting or directing the patient or family on the health care employer's premises.

A "health care facility or institution" is a hospital, nursing home, rest home, home health care agency, home health aide agency, emergency medical services organization, assisted living services agency, outpatient clinic, outpatient surgical facility, community health center, urgent care facility, medical office owned or operated exclusively by certain licensed medical doctors or homeopaths, dental office, or infirmary operated by an education institution for its students, faculty, and employees. However, it does not include any state-operated facility or institution except for the UConn Health Center.

Covered Teachers and Educational Employees

The bill's enhanced workers' compensation benefits are also available to any (1) member of a board of education, the State Board of Education (SBE), the Board of Regents of Higher Education (BOR), or the UConn Board of Trustees, and (2) teacher or other employee employed by those boards.

The bill further specifies that a "teacher" or "other employee" also includes (1) any student completing a student teaching experience under the direction of a teacher employed by (a) a local or regional board of education, (b) SBE, or (c) BOR and (2) any member of the faculty or staff of, or any student employed by, the UConn Health Center or health services.

Assault

Under the state's criminal statutes, unchanged by the bill, third degree assault occurs when a person (1) intends to physically injure someone and injures that person or someone else; (2) recklessly causes serious physical injury to another person; or (3) with criminal negligence, physically injures someone with a deadly weapon, a dangerous instrument, or an electronic defense weapon (CGS § 53a-61). First degree and second degree assault are similar in that the crime involves physical injury due to intentional or reckless actions (although there are factors that heighten the crime in these instances) (CGS §§ 53a-59 & -60).

The bill does not define "physical or negligent assault." Under the bill's use of "physical or negligent" assault, it is unclear (1) what level of negligence triggers the bill's provisions (for example, criminal negligence as used in the state's third degree assault statute) or (2) if intent is necessary.

§ 2 — DISCLOSURE OF WAGE RANGES AND BENEFITS IN PUBLIC AND INTERNAL JOB ADVERTISEMENTS

Requires an employer to include a position's wage or wage range, and a general description of the position's benefits, in public and internal job advertisements; removes a court's ability to award punitive damages against employers in wage disclosure violation cases

The bill expands the wage disclosure law to require an employer to include a position's wage or wage range, and a general description of the position's benefits, in its public and internal job advertisements.

The bill defines benefits as (1) health insurance; (2) retirement; (3) fringe; (4) paid leave; and (5) any other compensation, other than wages, offered with a position. Under the bill, an employer is required to set a wage range for a position in good faith, instead of setting the range the employer anticipates relying on. In setting the range, current law allows the employer to refer to a number of items.

The bill also:

1. requires employers to give job applicants and employees this benefit information when they are currently required to give them wage information (with one change on the timing of providing information, see below);
2. prohibits employers from retaliating or discriminating against a job applicant or employee for exercising their rights under the wage disclosure law, including by refusing to hire or interview an applicant or refusing to promote or terminating an employee (the law already prohibits adverse job actions against an employee who asks about the wages of other employees or discloses or discusses their own or other employees' wages);
3. specifies that the wage disclosure law applies to positions with duties in the state or when the duties are performed out of state but the employee reports directly to a supervisor, office, or work site in the state; and
4. makes conforming changes.

The state's current wage disclosure law generally (1) requires employers, including the state and municipalities, to give job applicants and employees the wage range for their positions upon request and (2) prohibits employers from taking certain steps to limit their employees' ability to share information about their wages. Under current law, an employer who violates the wage disclosure law may be found liable in a lawsuit for compensatory damages, attorney's fees and costs, punitive damages, and other court-awarded legal and equitable relief. The bill removes a court's ability to impose punitive damages in these cases.

EFFECTIVE DATE: October 1, 2026

Disclosure to Applicants and Employees

Currently, an employer must provide wage information (1) when an applicant requests it or (2) before making an offer to an applicant, whichever comes first. The bill requires disclosure of benefits as well, and changes when an applicant must receive information to the earlier of (1) when the applicant requests it or (2) before there is a discussion or an offer of compensation, if the information has not already been disclosed in the position's public or internal job ad.

Similarly, current law requires employers to provide wage information (1) upon hiring an employee, (2) when an employee changes positions, and (3) when an employee first requests it. The bill requires employers to also give a description of benefits when providing wage information under this provision.

Background — Related Bill

HB 5387 (File 249), favorably reported by the Labor and Public Employees Committee, has a similar provision on wage range and benefits disclosure on public and internal job advertisements.

§ 3 — PATIENT VIOLENCE REPORTING WORKING GROUP

Establishes a working group to study implementing a system (1) for certain health care providers to report incidents of patient violence to the statewide health information exchange and (2) to notify these providers when they have scheduled visits with patients who have a documented history of these incidences

The bill establishes a working group to study the feasibility of and considerations needed to implement a system (1) for health care

providers to report incidents of violence that a patient directs at a provider to the Statewide Health Information Exchange (known as “Connie”) and (2) that alerts providers when they accept a new patient or have a scheduled visit with an existing patient who has a documented history of any of those incidents. Under the bill, the guidance applies to health care providers with an electronic health record system capable of connecting to and participating in Connie.

Under the bill, the Public Health Committee’s chairpersons must each appoint three members to the working group, and the committee’s ranking members must each appoint two members. The Public Health Committee’s chairpersons must appoint the working group’s chairpersons from among its members. The working group must report its findings to the Public Health Committee by January 1, 2027.

EFFECTIVE DATE: Upon passage

Background — Related Bill

HB 5169 (File 38), favorably reported by the Public Health Committee, requires (1) the Department of Public Health (DPH) to develop a system for providers to report incidences of patient violence or combative behavior to Connie and (2) providers to document these incidences in the system starting January 1, 2027.

§ 4 — EMPLOYMENT PROMISSORY NOTES

Brings all employers under a law that generally prohibits requiring employees to sign an agreement that requires the employee to repay the employer if he or she does not stay at the job for a certain duration

This bill brings all employers under a law that generally prohibits requiring employees to execute an agreement that requires the employee to repay the employer if he or she does not stay at the job for a certain duration, including when the repayment is reimbursement for training. Current law applies this prohibition to employers that have at least 26 employees. The bill expands the prohibition to cover all employers, regardless of their size, for instruments or agreements executed on or after October 1, 2026.

More specifically, the law prohibits the covered employers from requiring an employee or prospective employee to execute an employment promissory note as a condition of employment. An “employment promissory note” is an instrument or agreement that requires an employee to pay the employer, or its agent or assignee, if the employee leaves employment before a set amount of time. This includes instruments or agreements stating that the payment is reimbursement for employee training. However, the law specifically exempts contract provisions allowing employers to recoup certain expenses, such as any money advanced to the employee.

For employers brought under the law by the bill, as with employers currently covered by the law, an employment promissory note executed as a condition of employment is void, but if the note is part of an employment agreement its invalidity does not affect the agreement’s other provisions.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

sHB 5244 (File 315), reported favorably by the Commerce Committee, allows employment promissory notes between an employer and employee for the repayment of any federal H-1B visa fees the employer paid on the employee’s behalf.

§ 5 — SUB-MINIMUM WAGE TASK FORCE

Creates a task force to study additional services, funding, and benefits that may support people with disabilities who earn less than the minimum wage

This bill creates a task force to study additional services, funding, and benefits that may support people with disabilities who earn less than the minimum wage, as allowed under a federal “14(c) certificate” (see *Background – Federal 14(c) Certificates*). The task force must (1) examine the potential benefits and existing impediments to the state’s use of those additional services and (2) make recommendations on funding sources and benefits the state can provide.

Under the bill, the task force consists of the following officials or their

designees: (1) the Labor and Public Employees and Human Services committees' chairpersons and ranking members and (2) the commissioners of aging and disability services, labor, developmental services, and administrative services.

The task force also has six appointed members, as shown in the table below. At least two appointees must be a parent of someone with disabilities who earns less than the minimum wage under a federal 14(c) certificate. Any of the appointed members may be state legislators. All initial appointments to the task force must be made within 30 days after the bill takes effect, and any vacancy must be filled by the appointing authority.

Table: Appointed Task Force Members

<i>Appointing Authority</i>	<i>Appointee's Qualifications</i>
House speaker	Expertise in hiring persons with disabilities
Senate president pro tempore	Member of an organization that advocates for persons with disabilities
House majority leader	None specified
Senate majority leader	
House minority leader	
Senate minority leader	

Under the bill, the Labor and Public Employees Committee's chairpersons, or their designees, serve as the task force's chairpersons, and must schedule and hold its first meeting within 60 days after the bill takes effect. The committee's administrative staff also serves in that capacity for the task force.

The bill requires the task force to submit a report of its findings and recommendations to the Labor and Public Employees and Human Services committees by January 1, 2028. The task force ends on that date or when it submits the report, whichever is later.

EFFECTIVE DATE: Upon passage

Background — Federal 14(c) Certificates

Section 14(c) of the federal Fair Labor Standards Act allows employers to pay wages below the federal minimum wage to workers who have disabilities for the work being performed, but only after receiving a certificate from the U.S. Department of Labor's Wage and Hour Division.

§ 6 — MINIMUM WAGE AT CANNABIS ESTABLISHMENTS

Prohibits the labor commissioner from counting tips as part of the state's minimum wage requirement for employees of cannabis establishments, dispensaries, or producers

The bill explicitly prohibits the labor commissioner from counting tips as part of the state's minimum wage requirement for employees of cannabis establishments, dispensaries, or producers. It also specifies that any cannabis establishment, dispensary, or producer that pays an employee less than the state minimum wage is violating the minimum wage law.

The state's existing "tip credit" law, unchanged by the bill, generally allows employers to pay less than the minimum wage to bartenders and hotel and restaurant staff who customarily and regularly receive tips, as long as their tips make up the difference (CGS § 31-60(b)).

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

SB 352 (File 354), reported favorably by the Labor and Public Employees Committee, is substantially similar to this provision.

§ 7 — PORTAL-TO-PORTAL WORKERS' COMPENSATION FOR PUBLIC WORKS DEPARTMENT EMPLOYEES

Extends "portal-to-portal" workers' compensation coverage to public works department employees under certain circumstances, such as when they are responding to a direct order to appear at work when nonessential employees are excused from working

This bill extends "portal-to-portal" workers' compensation coverage to public works department employees in three situations: (1) when they are subject to emergency calls while off duty by the terms of their employment, (2) when they are responding to a direct order to appear at their work assignment when nonessential employees are excused

from working, or (3) after working two or more mandatory overtime shifts on consecutive days.

With “portal-to-portal” coverage, an injury that occurs while the employee is traveling directly between his or her home and workplace is deemed to have occurred in the course of the employee’s employment, making him or her eligible to receive workers’ compensation benefits for the injury. Under the bill, a “public works department” is a state or municipal department responsible for building, regulating, or maintaining all things in the nature of public works and improvements.

Existing law gives 9-1-1 emergency dispatchers portal-to-portal coverage under the same conditions the bill applies to public works department employees. The law also gives portal-to-portal coverage to (1) Department of Correction employees when they are responding to a direct order to appear at their work assignment when nonessential employees are excused from working or after they have worked two or more mandatory overtime shifts on consecutive days and (2) police officers and firefighters whenever they are traveling directly between home and work.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

SB 348 (File 352), reported favorably by the Labor and Public Employees Committee, is identical to this provision.

§ 8 — TEACHER TERMINATIONS

Sets a standard of review for when a tenured public school teacher is terminated; changes who makes the final decision when a tenured teacher is under consideration for termination and requests a hearing; changes the court’s review standards for appeals of tenured teacher termination decisions

The bill makes changes to the process for terminating public school teachers. It sets a standard of review for when a tenured public school teacher is terminated for the reasons allowed by existing law (inefficiency, incompetence, insubordination, moral misconduct,

disability, elimination of a position to another teacher, or other due and sufficient reasons). Current law does not specify a standard of review for these terminations. The bill requires the standard of review to be the same standard applied in other disciplinary actions under the teacher's collective bargaining agreement. This permits the standard to be determined through the collective bargaining process.

The bill also changes who makes the final decision when a tenured teacher is under consideration for termination and requests a hearing. Current law generally allows such a teacher to request a hearing before either a board of education (BOE) subcommittee or an impartial hearing officer. The bill eliminates the option for the hearing before a BOE subcommittee. Under current law, the subcommittee or hearing officer must submit its findings and a recommendation to the BOE, which then makes a final decision on the termination. The bill instead requires the hearing officer to make the final disposition, and makes it binding on the parties.

Current law allows teachers aggrieved by a BOE's termination decision to appeal to the Superior Court, and requires the court to review the proceedings under the Uniform Administrative Procedure Act's (UAPA) standards for reviewing appeals of agency decisions. The bill instead allows tenured teachers or BOEs aggrieved by a hearing officer's decision to apply to the court to confirm, vacate, or modify the decision under the laws for court consideration of arbitration awards. It also makes various minor and conforming changes.

EFFECTIVE DATE: July 1, 2026

Court Review Standards for Appeals

Current law generally requires a court considering an appeal of a teacher's termination under the UAPA standards to affirm the decision unless it finds that substantial rights of the teacher have been prejudiced because the findings, inferences, conclusions, or decisions (1) violate constitutional or statutory provisions; (2) exceed statutory authority; or (3) were (a) made using an unlawful procedure, (b) affected by another

error of law, (c) clearly erroneous, or (d) arbitrary or capricious.

The bill instead requires a court to consider an appeal from either a tenured teacher or the BOE under the statutory standards for appeals of arbitration awards. Under these standards, a court must confirm an award unless it vacates or modifies it (CGS § 52-417). The court generally must vacate an award if (1) it was made through corruption, fraud or undue means; (2) it was evident the arbitrator was partial or corrupt; (3) the arbitrator was guilty of misconduct by refusing to postpone the hearing or in refusing to hear pertinent and material evidence; or (4) the arbitrator exceeded his or her powers, or so imperfectly executed them that a mutual, final, and definite award was not made (CGS § 52-418).

Under these same standards, a court must modify an award if (1) there was an evident material miscalculation of figures or an evident material mistake in the description of something referred to in the award; (2) the arbitrator awarded for a matter not submitted for arbitration, unless it does not affect the merits of the decision; or (3) the award is imperfect in matter of form not affecting the merits of the controversy (CGS § 52-419).

Current law prohibits a court from awarding costs to a teacher appealing his or her termination unless it finds that the BOE acted with gross negligence, in bad faith, or with malice in its original decision. The bill removes this limitation for tenured teachers, and the arbitration standards used under the bill do not explicitly allow costs to be awarded to either party.

Background — Related Bill

sSB 351 (File 353), reported favorably by the Labor and Public Employees Committee, is substantially similar to this provision.

§ 9 — RETENTION OF SERVICE CONTRACT WORKERS

Requires entities that take over certain service contracts at covered locations, contract out services, or receive property in a sale or transfer to retain the terminated contractor's employees for at least 90 days

The bill requires entities that (1) take over certain service contracts at covered locations, (2) contract out certain services, or (3) receive property in a sale or transfer to retain employees from a prior contractor for at least 90 days if the employees worked during the previous 90 days. After 90 days, the successor employer must provide employees with performance evaluations. It requires that the successor employer extend an offer of continued employment either under terms and conditions the successor employer creates or by law if their performance is satisfactory during this period.

The bill requires advance notice to (1) a contractor whose contract will be terminated or not renewed, (2) employees, and (3) the union representing employees.

The bill permits employees who are displaced or terminated in violation of the bill to file a complaint with the labor commissioner or sue in Superior Court. The commissioner or court can award an employee back pay, benefits, reinstatement to the employee's former position at his or her most recent salary and benefit level, compensatory damages, attorney's fees, and costs. It permits the labor commissioner to request the attorney general to bring suit in Superior Court for damages and any injunctive or equitable relief on behalf of an aggrieved employee.

The bill's provisions are similar to those under existing law for Bradley International Airport food and beverage workers (CGS § 31-57g).

EFFECTIVE DATE: July 1, 2027

Scope of the Bill

The bill gives these job protections to covered employees at covered locations. Under the bill, an employee is a person working at least 16 hours per week and performing certain services at a covered location for at least 60 days, including:

1. care or maintenance services, including a security guard, front-

desk worker, janitor, housekeeper, maintenance employee, concierge, door attendant, building superintendent, grounds maintenance worker, stationary fireman, elevator operator, or window cleaner; and

2. passenger-related security services, cargo and ramp services, inter-terminal passenger and baggage handling, and cleaning services at an airport.

Under the bill, an employee is not a person who is (1) a managerial, supervisory, or confidential employee under the federal Fair Labor Standards Act, or (2) engaged to perform services related to a project that requires a permit from a municipality, such as a building, mechanical, plumbing, structural, or electrical project.

The services must be provided at “covered locations,” which are:

1. multi-family residential buildings or complexes with 50 or more units;
2. commercial centers or complexes over 75,000 square feet;
3. municipal facilities;
4. public or nonpublic schools;
5. cultural centers or complexes, such as museums, convention centers, arenas, or performance halls;
6. shopping malls or bank branches;
7. industrial sites;
8. pharmaceutical labs;
9. airports;
10. train stations;

11. warehouses, distribution centers, or other facilities that store or distribute general merchandise, refrigerated goods, or other products; and
12. private higher education institutions.

Awarding Authority

Under the bill, an awarding authority is a person who (1) awards or enters into a contract at a covered location or (2) sells or transfers control of a property where employees were employed during the 90-day period before the sale or transfer. The bill specifies that the Connecticut Airport Authority and the state and federal government are not awarding authorities.

Contractor and Terminated Contractor

The bill defines a “contractor” as (1) a person who enters into a service contract with the awarding authority and (2) any subcontractors to a service contract at any tier that employ two or more people.

Under the bill, a terminated contractor is a contractor whose service contract expires without renewal or is terminated and includes the awarding authority when (1) work previously completed by their employees is subject to a successor service contract, or (2) the awarding authority sells or transfers a property if employees were employed there within the 90 days prior to the sale or transfer.

Employer and Successor Employer

The bill applies to any person that employs at least two people, except for the state and federal government and the Connecticut Airport Authority.

The bill defines a “successor employer” as an (1) employer awarded a successor service contract, (2) employer that purchased or acquired control of a property where employees were employed at any time during the 90 days before the sale or transfer, or (3) awarding authority that hired employees to perform services that are substantially the same as those previously provided under a terminated or non-renewed

service contract.

Awarding Authority's Responsibilities

The bill requires an awarding authority to give advance notice to a contractor whose contract will be terminated or not renewed, the employees, and the union representing them within 15 days of the termination or nonrenewal of the service contract, the contracting out of services previously performed by the authority, or the sale or transfer of the property (if employees were employed there within the 90 days prior to the sale or transfer).

Under the bill, the authority must give the contractor, employees, and union the name, address, and telephone number of the successor employer or employers, if known. The bill requires giving this notice to employees in writing and posting it in a conspicuous place.

Terminated Contractor's Responsibilities

Within three days of receiving the notice described above, the bill requires a terminated contractor to give a successor employer the name, hiring date, and job classification of each employee at the site covered by the service contract or contract to sell or transfer the property. On the date the contract terminates, contracted out services begin, or the property is sold or transferred, the terminated contractor must update this information for the successor employer.

If the notice described above does not identify the successor employer, the (1) terminated contractor must give the initial list of employees to the awarding authority within three days of receiving notice and (2) awarding authority must give the information to the successor employer when it is selected.

Successor Employer's Responsibilities

The bill requires a successor employer to hand deliver a written employment offer to the employees. It must be written in a language the employee understands. Under the bill, a written offer must be delivered by the later of five days before the termination of the original contract

or 15 days before the contractor begins to provide service. The bill also requires this notice five days prior to the termination of the service contract or 15 days before providing services following the sale or transfer of a covered location.

The bill specifies the notice's content. Among other things, the employer must inform the employee of the pay rate, hours (per shift and per week), and benefits it is offering. The notice must describe the employee's rights under the bill and the employer's name, address, and telephone number. It must state that the employee has 10 days to respond. Under the bill, the notice also must inform employees that they are allowed to sue the successor contractor or file a complaint with the labor commissioner.

Under the bill, an employee who was employed during the prior 90 days cannot be fired during a 90-day period without just cause. The bill requires contractors, during these 90 days, to keep a preferential hiring list of employees eligible for retention whom it did not initially retain. (It is not clear which employees would be affected by this provision.) The contractor must hire additional employees, if needed, from this list.

Under the bill, the contractor may determine at any time that it needs fewer employees than the terminated contractor had or at the purchased or acquired property and can lay them off. In doing so, it must retain employees by seniority within each job class, based on an employee's total length of service at the affected site.

The bill does not require a successor employer to retain employees whose attendance and performance records, while working for the terminated contractor, would lead a reasonably prudent employer to terminate the employee.

Under the bill, a successor employer who purchased or acquired property must only retain employees (who worked on the property in the 90 days before the sale or transfer) if the services to be performed at that site are substantially the same as the services previously provided by the terminated contractor's employees.

Remedies for a Displaced Employee

Under the bill, an employee or group of employees displaced or terminated in violation of the bill's provisions, or their collective bargaining representative, can file a complaint with the labor commissioner or file a lawsuit against the awarding authority, terminated contractor, or successor employer. It prohibits employees, groups of employees, or the union from filing a complaint with the commissioner if they have already sued in the Superior Court based on the same facts and circumstances (unless the suit has been withdrawn or dismissed without prejudice). The bill does not require employees, groups of employees, or the union to use all administrative remedies before they can sue.

If the commissioner or court decides that the awarding authority, terminated contractor, or successor employer violated the bill's provisions, employees can receive back pay, benefits, reinstatement to their former position at their most recent salary and benefit level, compensatory damages, reasonable attorney's fees, and costs.

The bill requires that back pay be based on the higher of calculations based on either the employee's (1) regular pay rate for the employee's last year on the job (a different calculation applies if employed for less than one year), or (2) final regular rate of pay on the last day. It requires that the court or the labor commissioner determine the rate of interest to be applied in the calculation of back pay.

Under the bill, an aggrieved party is allowed to appeal the labor commissioner's decision to the Superior Court.

The bill permits the labor commissioner to request that the attorney general bring suit in the Superior Court, on behalf of aggrieved employees, for damages and injunctive or equitable relief.

Under the bill, a successor employer who violates the bill's provisions on retention or discharge of workers must pay a penalty of between \$500 and \$1,000 per employee for each day the violation continues. A

violation of the notice provisions by an awarding authority or terminated contractor is subject to a penalty of between \$50 and \$200 per employee for each day the violation continues.

Background — Related Bill

sSB 358 (File 356), favorably reported by the Labor and Public Employees Committee, contains similar provisions on the retention of service contract workers.

§ 10 — FALLEN HERO FUND

Allows surviving family members of correction officers and investigators killed in the line of duty to receive benefits from the Fallen Hero Fund

The bill allows the surviving family members of correction officers and investigators killed in the line of duty to receive benefits from the Fallen Hero Fund. Under the bill, a “correction officer” is anyone employed by the Department of Correction, and an “investigator” is anyone employed as an investigator by the Judicial Department’s Court Support Services Division, the Division of Criminal Justice, or the Office of the Chief Public Defender.

Under current law, the Fallen Hero Fund, within available appropriations, gives a lump sum death benefit totaling \$100,000 to a surviving family member or beneficiary of a first responder killed in the line of duty or who sustained injuries that were the direct or proximate cause of the first responder’s death. First responders are police officers, firefighters, emergency medical technicians, and paramedics.

As under current law for first responders’ surviving family members, when the comptroller receives notice from a correction officer’s or investigator’s surviving family member, he must pay the family a \$100,000 lump sum death benefit from the fund, within available appropriations. Each surviving family is limited to one lump sum death benefit and payments must be made in the order in which he receives notices until the amount in the fund is depleted.

As under existing law, the benefit payment from the fund (1) is in addition to any other benefits the surviving family members qualify for

(see *Background – State Employees Benefits*), (2) is exempt from the state income tax, and (3) must not be reduced or offset due to other benefits that may be awarded (such as workers' compensation).

EFFECTIVE DATE: Upon passage

Background — State Employees Benefits

By law, surviving family members of a state employee who dies acting within the scope of employment may be entitled to equal monthly payments for at least 10 years in the total amount of:

1. \$100,000 for a surviving spouse with a dependent child under age 18, plus \$50 per month for each child under 18 (until the spouse dies or remarries);
2. \$50,000 for a surviving spouse without children under age 18 (until the spouse dies or remarries); and
3. \$50,000 for a dependent parent or parents if there is no surviving spouse or child under age 18 (until both parents die) (CGS § 5-144).

Background — Related Bills

sSB 410 (File 308), favorably reported by the Public Safety and Security Committee, expands the Fallen Hero Fund to provide compensation for firefighter cancer deaths.

SB 443 (File 368), reported favorably by the Labor and Public Employees Committee, establishes the "Fallen Officer and Investigator Fund" for the same purpose and to provide the same benefit as this provision.

§ 11 — PARTNERSHIP PLAN COVERAGE FOR SURVIVORS OF VOLUNTEER FIREFIGHTERS

Requires non-state public employers to provide partnership plan coverage to survivors of certain unpaid volunteer firefighters

The bill extends nonstate public employer "partnership plan" health care coverage to the survivors of certain unpaid volunteer firefighters

(as defined in § 12 below).

EFFECTIVE DATE: Upon passage

Partnership Plan Coverage

By law, the comptroller must offer partnership plan coverage to non-state public employers and nonprofit employers.

As required under existing law for first responders, the bill requires a non-state public employer that provided partnership plan coverage to an unpaid volunteer firefighter who is killed in the line of duty to continue to provide the coverage to the survivors who were covered under the plan when the firefighter died. The coverage must continue for one year after the death and may be renewed annually for up to five years. The non-state public employer must facilitate the coverage continuation and renewal. Under the bill, “unpaid volunteer firefighters” are uniformed members of a fire department who perform firefighting duties for the department but are not paid.

Under the bill, as required under existing law for first responders, a non-state public employer that did not provide coverage under a partnership plan to an unpaid volunteer firefighter who is killed in the line of duty must apply for partnership plan coverage for, and at the request of, the survivors who were covered under the firefighter’s health care plan when he or she died.

The bill also requires non-state public employers to apply for partnership plan coverage for these survivors whether or not the first responder or unpaid volunteer firefighter was an employee of the non-state public employer at the time of death. It requires the non-state public employer the responder or firefighter provided services to at the time of death to apply for coverage.

By law, the comptroller must accept the application on the terms and conditions applicable to the partnership plan for enrolling and covering the survivors for one year. The enrollment and coverage may be renewed annually for up to five years. The non-state public employer

must facilitate enrollment and coverage initiation and renewal.

By law, non-state public employers cannot require survivors of first responders to pay for coverage under a partnership plan. Instead, the employer must cover the entire amount and be reimbursed from the Fallen Hero Fund for the total cost. The bill extends this requirement to survivors of unpaid volunteer firefighters.

Related Bill

sHB 5403 (File 266), reported favorably by the Public Safety Committee, includes an identical provision on partnership plan coverage (§ 1).

§ 12 — STATE EMPLOYEE HEALTH INSURANCE PLAN COVERAGE FOR SURVIVORS OF VOLUNTEER FIREFIGHTERS, STATE MARSHALS, CORRECTION OFFICERS, AND INVESTIGATORS

Generally allows the surviving spouse and dependent children of a state marshal, correction officer, investigator, or unpaid volunteer firefighter who died performing their duties to participate in the state employee health insurance plan

The bill requires the state comptroller, with approval from the attorney general and the insurance commissioner, to allow the surviving spouse and dependent children of a state marshal, correction officer, investigator, or unpaid volunteer firefighter to participate in the state employee health insurance plan.

For survivors of correction officers, investigators, or firefighters to qualify, the (1) deceased must have died as the result of injuries received while acting within the scope of his or her employment, and not as the result of illness or natural causes, and (2) surviving spouse and dependent children must not be otherwise eligible for a group health insurance plan.

For survivors of a state marshal to qualify, the state marshal must have died as the result of injuries received while performing a duty for which the state compensates the marshal, and not as the result of illness or natural causes.

For any of the qualifying covered dependents, the coverage ends by the end of the calendar year when the dependent (1) becomes covered under a group health insurance plan through their own employment, or (2) turns age 26, whichever occurs first.

Under the bill, an “unpaid volunteer firefighter” is a uniformed member of a fire department who performs firefighting duties for the department but is not paid for doing them. A “correction officer” and “investigator” are as described above (see § 10).

Under existing law, unchanged by the bill, surviving family members of state employees who died in the line of duty are eligible for the state employee health insurance plan while they are receiving certain benefits related to the death (CGS §§ 5-259(a)(4) & -144).

EFFECTIVE DATE: Upon passage

Background — Related Bills

SB 443 (File 368), favorably reported by the Labor and Public Employees Committee, includes a similar provision for correction officers and investigators.

sHB 5403 (File 266), favorably reported by the Public Safety and Security Committee, includes a substantially similar provision for state marshals.

§ 13 — PUBLIC SCHOOL TEACHER PAYROLL DEDUCTION OF UNION DUES

Conforms the state’s collective bargaining law for public school teachers to federal case law by removing provisions that could require teachers who were covered by a CBA, but not dues paying members of the union, to pay other fees instead of union dues

This bill conforms the state’s collective bargaining law for public school teachers to federal case law, which generally prohibits public sector collective bargaining agreements (CBAs) from requiring public employees who were covered by a CBA, but not dues paying members of the union, to pay other fees instead of union dues (*Janus v. American Federation of State, County, and Municipal Employees, Council 31*, 585 U.S. 878 (2018)).

Current state law generally specifies that the teachers' collective bargaining law does not preclude their CBAs from requiring that union dues and service fees (fees paid by teachers who do not join the union) be collected by payroll deduction. The bill instead specifies that the parties may negotiate CBA provisions that allow the teachers to choose to have their dues and initiation (rather than service) fees paid through payroll deductions.

EFFECTIVE DATE: July 1, 2026

§ 14 — CRISIS INITIATIVE EXPANSION

Expands the CRISIS Initiative throughout Connecticut

The bill requires the State Police, in conjunction with the Department of Mental Health and Addiction Services (DMHAS), to expand the Connection to Recovery through Intervention, Support and Initiating Services (CRISIS) Initiative pilot program throughout the state by January 1, 2027. This expanded program must at least include the pilot program's components that require state police officer training, coordination between state police officers and mental health professionals, and referrals to mental health services facilities.

EFFECTIVE DATE: Upon passage

Background — CRISIS Initiative Pilot Program

The CRISIS Initiative pilot program has generally established procedures among specific State Police and DMHAS personnel for referring and handling incidents involving individuals with addiction disorders or mental health conditions as well as other crisis incidents. The program began in 2017 with DMHAS assigning a full-time licensed clinician social worker to State Police Troop E, which generally covers southeast Connecticut and is based out of Montville. The 2021 budget implementer expanded the program to Troop D, which generally covers northeast Connecticut and is based out of Killingly (PA 21-2, June Special Session, § 75).

Background — Related Bill

SB 374 (File 300), favorably reported by the Public Safety and Security Committee, also requires the expansion of the CRISIS Initiative throughout the state, but without specifying the required components.

§ 15 — DEFERRED RETIREMENT OPTION PLAN FOR NON-CMERS MUNICIPALITIES

Allows municipalities that do not participate in CMERS to create a deferred retirement option plan for their employees

Starting October 1, 2026, the bill allows any municipality that does not participate in the Connecticut Municipal Employees Retirement System (CMERS) to create a deferred retirement option plan (DROP) for its employees. The plan must allow employees who are eligible for a service retirement to participate in it. In general, a DROP is an arrangement under which an employee continues working even though they are eligible to retire and receive pension benefits. But instead of having the continued compensation and additional years of service counted toward the pension benefit, the employer deposits funds into a separate DROP account during each year of the continued employment, which earns interest or investment earnings, and is paid to the employee upon retirement instead of the increased pension amount.

Under the bill, a DROP must include a fixed period for member participation, up to five years, and a specified interest rate credit for member accounts. All of its other provisions must be determined by the municipality, as long as the actuary that consults on the municipality's retirement plan certifies that the DROP's structure has no anticipated impact that would increase municipal contribution rates (presumably, to the regular retirement plan). The bill also requires the municipality, within four years after creating the DROP, to (1) have the plan evaluated by the consulting actuary and (2) review and assess the evaluation to determine the plan's cost to its fund. After receiving the evaluation, the municipality may discontinue the plan.

EFFECTIVE DATE: October 1, 2026

§ 16 — DIRECT CARE SERVICES EMPLOYEE ACCESS TO VIRTUAL MONITORING EVIDENCE

Generally allows employees in programs administered by DDS and DSS to access evidence from virtual monitoring if it will be used in a disciplinary action against them and they meet certain conditions

Under the bill, when certain employees in programs administered by the Department of Developmental Services (DDS) and the Department of Social Services (DSS) are subject to a proposed disciplinary action, DDS and DSS may, to the extent allowed by law, give the employees or an employee organization (union) representing them access to any evidence used in the action that comes from virtual monitoring and any other related evidence, as long as they meet certain conditions. Under the bill, “virtual monitoring” is remote monitoring of a person receiving direct care services by a third party using technology owned and operated by the person in the person’s living quarters.

The employees covered by these provisions are those of a (1) nonprofit organization that contracts with a state agency to deliver direct care services or (2) contractor providing those services. “Direct care services” are services provided in an agency, facility, home, or community-based setting to someone enrolled in a program administered by DDS and DSS. An “employee organization” is any organization that exists for collective bargaining or dealing with employers over grievances, employment terms or conditions, or other mutual aid or protection.

Under the bill, to have access to evidence from virtual monitoring, the employees and their union representatives must (1) sign a confidentiality agreement issued or approved by the department; (2) treat any recordings or images obtained from it as confidential; and (3) not replicate, reproduce, or spread the recordings or images to anyone else, except as needed to represent and defend the employee in the disciplinary action or as required by law.

The bill requires DDS and DSS to ensure that any access granted to virtual monitoring evidence does not violate the federal Health Insurance Portability and Accountability Act (HIPAA) or any other federal or state law. It also requires the DDS and DSS commissioners, by

July 1, 2027, to implement policies and procedures to carry out these provisions while adopting them as regulations. They must publish a notice of intent to adopt the regulations on the DDS and DSS websites and the eRegulations System within 20 days after implementing the policies and procedures, which remain valid until final regulations take effect.

EFFECTIVE DATE: July 1, 2026

§ 17 — PCA FISCAL INTERMEDIARY REPORTS

Requires DSS to file quarterly reports on the fiscal intermediary that provides payroll and other services for DSS's self-directed home care programs, including information on PCA timesheets and certain contract violations

Beginning with the quarter starting April 1, 2024, the bill requires DSS to file quarterly reports with the Human Services and Labor and Public Employees committees related to the fiscal intermediary that contracts with the department to provide payroll, taxes, and administrative services for self-directed home care programs. These are Medicaid-funded programs that allow a consumer to hire a personal care attendant (PCA).

The quarterly reports must include certain information to the extent it is not exempt from disclosure under the state's Freedom of Information Act, which exempts, among other things, personnel files and other similar files if disclosure would be an invasion of personal privacy. The bill requires reports to include:

1. the payroll processing error rate for PCAs and the number of days until payment after correction;
2. the average number of days it takes the fiscal intermediary to onboard a new employee so that the employee can use the payroll system;
3. the average response time for answering phone calls, including the volume of calls related to incidents described in these reports, or emails from PCAs or consumers about general customer

- service requests;
4. the number of electronic visit verification tickets received by the fiscal intermediary and the average time it takes to resolve one; and
 5. the average number of hours the fiscal intermediary's mobile application was inoperable or offline.

EFFECTIVE DATE: July 1, 2026

Background — Related Bills

sSB 498 (File 487), favorably reported by the Human Services Committee, includes similar provisions (§ 1).

sHB 5353 (File 387), favorably reported by the Government Oversight Committee, includes similar provisions.

§§ 18-24 — CRANES AND HOISTING EQUIPMENT

Expands the size of the Examining Board for Crane Operators, eliminates licensure and registration exemptions for people engaged in arboriculture, and changes the investigative and enforcement authority of the board and DAS

The bill makes several changes to the state's laws on cranes and hoisting equipment, including how they are regulated by the Department of Administrative Services (DAS) and the Examining Board for Crane Operators. Generally, it:

1. expands the size of the board by two members, from five to seven;
2. eliminates licensure and registration exemptions for people engaged in arboriculture (cultivating trees and shrubs); and
3. changes the department's and board's investigative and enforcement authority, such as by allowing stop work orders to be issued, increasing the maximum civil penalty for violations, and expanding who the penalty can be applied against to include equipment owners' lessees and contractors.

The bill also makes conforming and technical changes, including specifying that notices and hearings must be done according to the UAPA.

EFFECTIVE DATE: October 1, 2026

Examining Board for Crane Operators Membership Expansion

Under current law, the Examining Board for Crane Operators in DAS has five members, of which one must be a DAS employee, one must be a crane operator with at least 10 years of experience, one must represent crane owners' interests, and two must be public members. The bill expands the board's size by two members by adding a second crane operator who has the requisite experience and a second crane owners' representative. By law and under the bill, all board members are appointed by the governor and must be Connecticut residents.

Licensure and Registration Requirements for Arboriculturists

Current law exempts several classes of people from the state's crane and hoisting equipment licensure and registration requirements. The bill eliminates these exemptions for people engaged in arboriculture. Consequently, they will need to obtain the respective licenses or certificates of registration issued by the Examining Board for Crane Operators in order to (1) operate or permit the operation of a crane they own or (2) engage in, practice, or offer to perform the work of a hoisting equipment operator, hoisting equipment operator apprentice, crane operator, or crane operator apprentice (CGS §§ 29-223a(a) & -224(a)).

Changes to Investigating and Enforcing the State's Crane and Hoisting Equipment Laws

The bill makes several changes to the investigative and enforcement authority of DAS and the Examining Board for Crane Operators, including to explicitly encompass lessees. Under the bill, a "lessee" is any individual or other legal entity that rents or leases a crane or hoisting equipment.

Right of Entry for Investigation and Inspection. Current law

allows the DAS commissioner and DAS employees, while performing their duties and at all reasonable hours, to enter any premises where a crane or hoisting equipment is located to enforce the laws applicable to them. The bill limits this right of entry to premises where they have reason to believe a crane or hoisting equipment is located. It also specifies that they may require:

1. crane and hoisting equipment operators to produce their licenses for verification;
2. crane owners to produce their crane's certificate of registration for verification; and
3. crane and hoisting equipment operators, owners, and lessees to produce any document establishing an agreement they have with an individual or other legal entity to perform crane or hoisting work on the premises.

(Existing law already requires (1) crane and hoisting equipment operators to carry their licenses when operating their respective equipment and (2) cranes' certificates of registration to be affixed to them in their principal operating location (CGS §§ 29-223a(a) & -224(a); Conn. Agencies Regs., § 29-223-5a(d)).)

Stop Work Orders. The bill allows the DAS commissioner and DAS employees to issue a stop work order against a crane or hoisting equipment owner, operator, or lessee, or their contractors performing crane or hoisting work, if either determines the owner, operator, lessee, or contractor has committed one or more of the following violations: (1) demonstrating incompetence or negligence; (2) permitting the operation of the owner's, operator's, or lessee's crane in an unsafe manner; or (3) failing to comply with the state's crane and hoisting equipment licensure and registration requirements.

Under the bill, a stop work order:

1. must require that the owner's, operator's, or lessee's crane,

- hoisting equipment, or related lifting operations stop at the place or premises where the violation was determined to have occurred;
2. must not require unrelated construction activities at the place or premises to stop unless they present an immediate danger to an individual or property;
 3. is effective when served upon the owner, operator, or lessee and contractor by posting notice of the stop work order in a conspicuous location at the place or premises; and
 4. remains in effect until the commissioner determines that the owner, operator, lessee, or contractor has resolved the violation and issues an order releasing the stop work order.

The bill allows anyone served with a stop work order to request an administrative hearing to contest it. The request must be made in writing to the commissioner within 10 days after being served, and the hearing must be conducted according to the UAPA.

Additionally, the bill requires the commissioner to (1) adopt regulations to carry out the bill's stop work order provisions and (2) notify the Examining Board for Crane Operators of each stop work order issued and any violation of an issued order. If the board, after notice and hearing, finds that a crane or hoisting equipment owner or operator, lessee, or contractor violated a stop work order, the bill requires it to impose a fine of \$5,000 per day for each day the order was violated.

Suspensions, Revocations, and Penalties. The bill modifies one of the circumstances when the Examining Board for Crane Operators may suspend or revoke a crane or hoisting equipment operator's license or an apprentice's certificate. Current law allows the board to do so after notice and hearing and a finding that the holder has been guilty of negligence in performing his or her work. The bill instead only requires a finding that the holder has demonstrated negligence in his or her work performance.

Additionally, the bill increases the existing maximum civil penalty against crane and hoisting equipment owners and operators for violating the state's crane and hoisting equipment laws from a fine of up to \$3,000 per violation to a fine of up to \$5,000 per violation per day. It also expands who this penalty may be applied against to include lessees and contractors. The bill specifies that penalties may only be imposed after notice and hearing and a finding that the owner, operator, or lessee violated the crane and hoisting equipment laws.

The bill also allows the board to impose a civil penalty of up to \$1,000 per violation per day on any crane or hoisting equipment owner, operator, or lessee after notice and hearing and upon a finding that the owner, operator, or lessee has operated, or allowed the operation of, his or her crane or hoisting equipment without a valid license or certificate of registration.

At any time after issuing a notice alleging a violation, the bill allows the board to accept an agreement instead of holding a hearing. It makes agreement negotiations confidential and exempt from disclosure under the state's Freedom of Information Act but makes the agreement itself a public record under the act.

Lastly, the bill allows the DAS commissioner to apply to Hartford Superior Court for the enforcement of any civil penalty imposed against any person who is not licensed as a crane or hoisting equipment operator or who has not obtained a registration of any crane for an order (1) directing payment in full of any unpaid balance of the civil penalty or (2) temporarily and permanently restraining and enjoining the person from performing or allowing the performance of the work of a crane or hoisting equipment operator. The application for an order, and for any other appropriate decree or process, must be brought, and the proceedings conducted, by the attorney general.

Background — Related Bill

sHB 5405 (File 368), favorably reported by the Public Safety and Security Committee, has identical provisions.

§ 25 — RESC AND CTECS REPORT ON WORK-BASED LEARNING PROGRAMS

Requires each RESC and the CTECS executive director to annually report on their high school work-based learning programs

Starting by July 1, 2027, the bill requires each regional educational service center (RESC) and the Technical Education and Career System's (CTECS) executive director, in consultation with the state Department of Education (SDE), to annually give the Education and Labor and Public Employees committees a report on the high school work-based learning programs offered in each RESC's region and by CTECS. It must also be posted on SDE's website.

The report must at least include (1) an inventory of work-based learning programs offered by local or regional boards of education and CTECS, (2) the number of students enrolled in these programs, and (3) the total cost to each school district and CTECS for each program.

EFFECTIVE DATE: July 1, 2026

§ 26 — PRIVATE SECTOR EDUCATOR EXTERNSHIPS

Requires the creation of a pilot program for educator externships with private sector employers to align classroom instruction with current industry standards and workforce needs

The bill requires the education commissioner, by January 1, 2028, and in consultation with the Office of Workforce Strategy, to establish a two-year pilot program for educator externships for certified educators. The program must allow the educators to participate in experiential learning with private sector employers so they can align classroom instruction with current industry standards and workforce needs.

In developing the program, the commissioner must:

1. set criteria for (a) identifying and screening participating employers and (b) matching educators with externships based on subject matter relevance,
2. develop a curriculum that ensures that the learned skills are incorporated into the educator's future lesson plans, and

3. set eligibility for (a) stipends for educators completing an externship and (b) grants for participating employers.

The bill allows the commissioner to contract with nongovernmental entities, including nonprofit organizations, to implement the program.

For the 2028-29 and 2029-30 school years, the bill requires the commissioner to prioritize program placement for educators who (1) are employed in a town designated as an alliance district or (2) teach a topic related to science, technology, engineering and mathematics, manufacturing, or health care.

EFFECTIVE DATE: Upon passage

Background — Alliance Districts

By law, the education commissioner has designated 36 alliance districts for five years, beginning with FY 23. The current designation applies to (1) the 33 school districts with the lowest accountability index scores and (2) three previously designated districts that were no longer among the 33 with the lowest scores. The index is based on several student-centered measures, including statewide assessment results and high school graduation rates, among others.

§ 27 — REGIONAL WORKFORCE NAVIGATOR

Requires each of the state's regional workforce development boards to include a regional workforce navigator to help connect people in adult education programs with workforce opportunities

The bill requires each of the state's regional workforce development boards to include a regional workforce navigator appointed by the chief elected officials of the municipalities in each board's region (as the law also requires for the other board members). Under the bill, the navigator must coordinate with the boards, the Governor's Workforce Council, and the Department of Labor (DOL) to connect people in adult education programs, and public school students in grades 9 through 12, with workforce opportunities such as internships, apprenticeships, job shadowing opportunities, and credentials offered in the state.

Under the bill, a “credential” is generally a documented award issued by an authorized body, such as a (1) diploma from a higher education institution or private career school; (2) certification awarded through an examination process designed to show the acquisition of certain knowledge, skill, and ability to do a specific job; (3) government-issued license that allows someone to practice a specific occupation; or (4) documented completion of an apprenticeship or job training program.

EFFECTIVE DATE: October 1, 2026

§ 28 — TRAINING ON ADULT EDUCATION PROGRAMS

Requires the (1) chief workforce officer to develop a training on adult education programs in the state and (2) regional workforce navigators to have this training annually

The bill requires the chief workforce officer, by October 1, 2026, and in consultation with educational institutions, the regional workforce development boards, and the Governor’s Workforce Council, to develop training on adult education programs in the state, including funding streams for the programs and performance measures to ensure informed collaboration. The training must be given to the regional workforce navigators (see § 27) by December 30, 2026.

EFFECTIVE DATE: Upon passage

§ 29 — SDE STUDY OF CO-INSTRUCTION TEACHING MODELS

Creates a working group to study the effectiveness and benefits of co-instruction teaching models used by public schools

The bill establishes a working group to study the effectiveness and benefits of co-instruction teaching models used by public schools, including models that allow people who do not have a professional teaching certification to teach collaboratively with a certified teacher. Under the bill, the Education Committee’s chairpersons each appoint two members to the working group, and the committee’s ranking members each appoint one member. The working group must submit the study’s results to the Education Committee by January 1, 2027.

EFFECTIVE DATE: Upon passage

§§ 30 & 31 — FEDERAL ADA INFORMATION

Requires DOL to post information about the federal ADA and how it relates to reasonable accommodations in the workplace; requires employers to give their employees written notice about this information

The bill requires the DOL commissioner to post information about the federal Americans with Disabilities Act (ADA) on DOL's website. The information must (1) at least include the ADA's definition of a disability and how it relates to reasonable accommodations in the workplace and (2) be on DOL's website in both English and Spanish and in a form that allows an employer to download it for display at its place of business.

Relatedly, the bill requires employers to give written notice about an employee's right to reasonable accommodations in the workplace for a disability under the ADA to (1) new employees at the start of their employment; (2) existing employees by January 29, 2027; and (3) any employee who notifies the employer about his or her disability within 10 days after the notification. Under the bill, an employer can alternatively comply with the requirement by displaying the poster created by the DOL commissioner in a conspicuous place, accessible to employees, at the employer's place of business.

The bill also allows the DOL commissioner to adopt regulations to establish additional requirements on how employers must provide the notice.

EFFECTIVE DATE: October 1, 2026

§ 32 — BREASTFEEDING AND EXPRESSING MILK IN THE WORKPLACE

Requires employers to provide reasonable break times for an employee to express breast milk for the employee's nursing child or to breastfeed in the workplace

The bill requires employers to provide reasonable break times for an employee to express breastmilk for the employee's nursing child or to breastfeed at the workplace, in addition to the employee's scheduled breaks. Current law allows an employee to express breastmilk or breastfeed during her meal or break period.

Existing law, unchanged by the bill, requires an employer to make reasonable efforts to provide a room or location near the work area, except a toilet stall, that (1) is private, (2) has or is near a refrigerator or other employee-provided portable cold storage device, and (3) has access to an electrical outlet. This generally aligns with federal law that requires a reasonable break time and a private space other than a bathroom to express breast milk for up to one year after a child's birth (29 U.S.C. § 218d).

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

SB 345 (File 351), favorably reported by the Labor and Public Employees Committee, has a similar provision on breastfeeding and expressing milk in the workplace.

§ 33 — HOSPITAL STAFFING COMMITTEES AND NURSE STAFFING PLANS

Requires the DPH commissioner to create a report on the number of times hospitals varied from the nurse staffing plans that the law requires them to develop

The bill requires the DPH commissioner, by January 1, 2027, and in consultation with an organization that represents hospitals in the state, to create a report on the number of variations from the nurse staffing plans that the law requires hospitals to develop. The report must include the number of times (1) a hospital-wide variation from the nurse staffing plans occurred and (2) there was a unit level variation from the nurse staffing plans by a hospital. The commissioner must submit the report to the Public Health and Labor and Public Employees committees.

EFFECTIVE DATE: October 1, 2026

§ 34 — CERTIFIED NURSING ASSISTANT TRAINING PROGRAM GRANT

Requires DPH, within available appropriations, to administer a grant program for CNA training programs in the Hartford area and rural communities in the state

The bill requires DPH, starting in FY 27 and within available appropriations, to establish and administer a grant program to expand

certified nursing assistant (CNA) training programs in the greater Hartford area and rural communities in the state. The program must give grants to organizations that educate and train prospective CNAs in these areas. And to the extent possible, it must use federal funds from the Rural Health Transformation Program for the grants to programs in rural communities. Under the bill, an organization may submit grant applications in a form and way set by the DPH commissioner.

The bill requires DPH, starting by December 31, 2028, to give the Public Health Committee a report every two years on the program's implementation and at least include an evaluation of the program's success.

EFFECTIVE DATE: Upon passage

§ 35 — DOL INFORMATIONAL WEBPAGE & STUDY ON TECHNOLOGY USE FOR MILITARY EMPLOYMENT

Requires the DOL commissioner to improve and update the veteran employment information on DOL's website; requires the DVA commissioner to send a periodic email newsletter with relevant resources and materials on the DOL informational webpage; requires the DOL commissioner to study certain models that use technology to connect current and former armed forces members with prospective employers

Informational Webpage

The bill requires the DOL commissioner, by January 1, 2027, to improve and update the veteran employment information DOL posts on the Internet. First, the bill requires her to annually update the department's informational webpage serving as a central repository of information, resources, and materials with any findings from the study on technology use for military employment the bill requires (see below). The webpage must include links to external sources on:

1. job training,
2. career counseling,
3. workforce development organizations,
4. employers who are veteran- and military-friendly or who set and

commit to meeting targets for hiring veterans and current and former armed forces members, and

5. other relevant topics for those transitioning from the military to a professional civilian occupation.

Additionally, she must (1) post in a conspicuous location on the informational webpage details of relevant Military Department employment assistance programming and the Military Department's annual job fair (see § 36) and (2) try to optimize the webpage's visibility in Internet search engine results.

The bill also requires the DOL commissioner, starting January 1, 2027, to annually solicit known and reputable providers of information, resources, and materials described above. She must do this in consultation with the Department of Veterans Affairs (DVA) commissioner and adjutant general.

DVA Newsletter and Website

The bill requires the DVA commissioner, starting January 1, 2027, to (1) send a periodic email newsletter with relevant resources and materials included on the DOL informational webpage to interested recipients and (2) post a link to the webpage in a conspicuous location on the DVA's website.

Under the bill, the DOL commissioner must (1) have a form on the informational webpage that an interested person can submit to request the periodic email newsletter and (2) send the DVA commissioner the email addresses of those who submitted the form during the preceding month.

Study on Technology Use for Military Employment

By January 1, 2028, the bill requires the DOL commissioner to study models from other northeastern states that use technology, including artificial intelligence (AI), to connect current and former armed forces

members with prospective employers based on the members' military occupational specialties and educational and professional backgrounds. The commissioner must use the study's findings to update the informational webpage.

Under the bill, the commissioner must submit a report on her findings and recommendations to the Veterans' and Military Affairs Committee by February 1, 2028.

EFFECTIVE DATE: October 1, 2026

§ 36 — MILITARY DEPARTMENT EMPLOYMENT ASSISTANCE PROGRAM FOR THE NATIONAL GUARD & ANNUAL JOB FAIR

Requires the adjutant general to promote and periodically improve the Military Department's employment assistance program for current and former National Guard members; requires the Military Department to conduct an annual job fair and publicize it on the department's website and in emails

Employment Assistance Program

The bill requires the adjutant general, in consultation with the DOL commissioner and within existing resources, to promote and periodically improve the Military Department's employment assistance program for current and former National Guard members who are considering available educational and occupational opportunities. The adjutant general may (1) tailor the promotion and improvements to better supplement any federally funded transition assistance program and (2) appoint personnel as needed to support, administer, and coordinate state transition assistance and related programs.

Military Department Annual Job Fair

The bill requires the adjutant general, in consultation with the DOL and DVA commissioners, to conduct an annual job fair to (1) promote employment of current and former National Guard members and (2) invite Connecticut employers to attend and provide information about prospective employment opportunities.

The adjutant general must publicize the job fair on the Military Department's website and include information in any periodic email

correspondence the department sends to interested recipients.

EFFECTIVE DATE: October 1, 2026

§ 37 — LEGISLATIVE RECOMMENDATIONS ON MILITARY EMPLOYMENT

Requires the DECD commissioner to develop legislative recommendations for promoting in-state employment of current and former armed forces members

By August 1, 2026, the bill requires the Department of Economic and Community Development (DECD) commissioner, in consultation with the DOL and DVA commissioners and any other official, organization, or entity he deems appropriate, to develop legislative recommendations to promote in-state employment of current and former armed forces members, including reserve and National Guard members. In doing so, the DECD commissioner may examine the effectiveness of various incentives, including tax credits, wage subsidies, and training.

The DECD commissioner must report these recommendations to the Commerce, Labor and Public Employees, and Veterans' and Military Affairs committees by January 15, 2027.

EFFECTIVE DATE: Upon passage

Background — Related Bill

sHB 5409 (File 149), reported favorably by the Veterans' and Military Affairs Committee, has similar provisions to §§ 35-37 of this bill.

§ 38 — PAYCHECK TRANSPARENCY

Requires certain employers to create a guide for employees on pay codes for overtime and pay differentials

The bill requires employers with at least 100 employees (including the state and municipalities) to create a guide for their employees on the pay codes the employer uses for overtime and its most commonly used pay differentials, such as shift differentials, on-call pay, hazard pay, call-back pay, holiday or weekend pay, or geographic pay differentials. The bill requires each guide, if applicable, to include at least 10 pay codes and be posted on the employer's website in English, Spanish, and the most common other languages spoken by their employees. The guide must also include contact information for the designated office or person who will handle employee disputes about calculations of hours and pay differentials.

Under the bill, employers must update the guide each time a new pay code is added for overtime or a pay differential. They must also (1) include a link to the guide on each record of hours given to an employee and (2) give new employees a link to the guide upon hire. They may also comply by giving a written copy of the guide to an employee upon hire in English and the employee's primary language.

The bill deems an employer in compliance with these paycheck transparency provisions if it uses a third-party payroll services company that provides the pay code guide as required by the bill. It also specifies that it does not require an employer to (1) establish and maintain an Internet web site if it does not currently have one or (2) establish new pay codes in order to satisfy the provisions of this section.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

sHB 5386 (File 199), favorably reported by the Labor and Public Employees Committee, has a similar provision requiring creation and posting of pay code guides.

§ 39 — GRANT PROGRAM FOR JUNIOR FIREFIGHTER PROGRAMS

Creates a grant program for junior firefighter programs run by volunteer fire departments

The bill requires the state fire administrator to create and administer a program to give grants-in-aid to junior firefighter programs administered by volunteer fire departments. It requires the administrator to conspicuously post a description of the program, including its eligibility criteria and application process, on DESPP's Division of Fire Services website. Under the bill, volunteer fire departments must apply for the grants for junior firefighter programs in a form and way set by the state fire administrator.

EFFECTIVE DATE: Upon passage

§ 40 — MINOR LEAGUE BASEBALL PLAYERS

Exempts minor league baseball players from state minimum wage and overtime laws

The bill exempts from the state's minimum wage and overtime laws anyone who has entered into a contract to play minor league baseball under a collective bargaining agreement's terms.

EFFECTIVE DATE: October 1, 2026

§§ 41-43 — UCONN SPECIAL POLICE FORCES AND FIRE DEPARTMENT

Requires UConn's president to establish a recruitment and retention program for the UConn special police forces and fire department and submit annual reports on it; expands the objective job-based criteria she must use to establish classifications for UConn's special police forces

The bill requires the UConn president, by July 1, 2027, to establish a recruitment and retention program for the UConn special police forces and fire department to address critical staffing shortages and high resignation rates. As part of the program, the president must develop salary schedules for all sworn members of the university's special police forces and all members of the fire department (UConn's first responders), and an education benefit for those members.

It also requires her, beginning by January 1, 2027, to annually submit a report on the recruitment and retention status of UConn's first

responders to certain committees and entities.

Lastly, it expands the objective job-based criteria she must use to establish classifications for UConn's special police forces.

EFFECTIVE DATE: Upon passage

Recruitment and Retention Program

Salary Schedules and Education Benefit. Under the bill, the salary schedules must:

1. align compensation rates to eliminate pay disparities between UConn's first responders and members of comparable municipal and state law enforcement and fire service agencies and
2. eliminate significant step overlaps between ranks to ensure supervisors do not earn less than those they supervise.

UConn must give the developed salary schedules to the Office of Labor Relations and the collective bargaining unit representing UConn's first responders. The salary schedules, once received by these parties, (1) must be a mandatory subject of the next salary negotiations between the office and the bargaining unit, including any wage reopeners, and (2) may be used in earlier negotiations if agreed upon by the parties.

Education Benefit. The UConn president must develop an education benefit, which (1) may include tuition reimbursement or university fee waivers, and (2) must include, at a minimum, the required years of service for eligibility and allow the dependents of UConn's first responders to be eligible for the benefit, as she determines.

UConn must provide a written description of the benefit's parameters to the UConn Board of Trustees for approval. Upon approval, the educational benefit must be implemented without modification and regardless of any applicable collective bargaining agreement or the state employee collective bargaining law.

Recruitment and Retention Report

Beginning by January 1, 2027, UConn must annually submit a report on the recruitment and retention status of UConn's first responders to the Public Safety and Security and Higher Education and Employment Advancement committees, and to the UConn Board of Trustees. The report must, for both the special police and fire department, include at least the following:

1. the total number of authorized positions compared to filled positions, including a breakdown of any vacancies due to unfilled positions, personnel being in academy training or field training, or personnel being on administrative, military, or medical leave;
2. the total number of any resignations, retirements, and terminations in the previous year, and the average seniority of departing personnel for that year;
3. a detailed assessment of the entity's ability to provide mandated coverage at all applicable campuses and facilities; and
4. a fiscal impact analysis of the cost incurred to train and recruit personnel who resign within five years of being hired.

Objective Job-Related Criteria

By law, the UConn president must establish classifications for special police force positions at UConn and its campuses, including the UConn Health Center, using objective job-related criteria. The bill expands these criteria to specifically include the (1) knowledge and skill required to carry out the duties of each position in high-density campus environments, provide student-focused community outreach services, and provide specialized emergency services within the UConn Health Center, and (2) responsibilities of exercising jurisdiction over multiple UConn campuses.

Under current law and the bill, the criteria also include the (1) knowledge and skill required to carry out the duties of each position, (2)

mental and physical effort required to carry out those duties, and (3) level of accountability assigned to each position. By law, the UConn president establishes and administers the necessary examinations for UConn's special police forces.

Background — Related Bill

sHB 5455 (File 328), reported favorably by the Public Safety and Security Committee, is substantially similar to this provision.

§§ 44-47 — DOUBLE UTILITY POLES

Generally creates a process for public utility pole users and owners to transfer their wires and equipment from existing poles to replacement poles and then remove double utility poles

The bill generally creates a process, including notice requirements, deadlines, and penalties, for public utility pole users, custodians, and owners to transfer their wires and equipment from existing poles to replacement poles and then remove double utility poles (where the existing pole and its replacement are alongside or attached to each other) by January 1, 2029. It also allows various exceptions to its requirements and related penalties.

Under the bill, a "public utility pole" is a pole or portion of it that is owned by a telephone company or an electric distribution company (EDC; Eversource or United Illuminating) and used to support wires for distributing electricity, telecommunications services, or street or sidewalk lighting. A "user" is any person or entity that is not the pole's owner but maintains equipment on it (but when a pole has more than one owner, the owner who is not performing the removal or replacement work is also considered a "user"). A user does not include a municipality or political subdivision of the state, or an EDC that owns the pole. A pole's "custodian" is the EDC or telephone company with a duty to maintain a public utility pole.

The bill allows the Public Utilities Regulatory Authority (PURA) to adopt regulations to implement its provisions.

EFFECTIVE DATE: July 1, 2027, except the provision requiring PURA

to open a docket (§ 50) takes effect October 1, 2026.

Notice Requirement

The bill requires a public utility pole's custodian or its agent to deliver to each of the pole's users written notice about any removal and replacement work for the pole. The notice must be delivered within 72 hours (1) after the work on the pole starts (if the work is planned) or (2) after the work is completed (if it was unplanned and needed to correct a hazardous condition on an emergency basis). The notice must be delivered electronically through the utility pole attachment database system to each of the pole's users and describe the pole's location, the nature of the work, the expected or actual completion date, as applicable, and the notice's delivery date. Under the bill, the "utility pole attachment database system" is a software system designated by PURA for maintaining a database of attachments to public utility poles in the state.

User Requirement to Transfer Equipment

Subject to certain exceptions (see below), the bill generally requires each notified user to transfer its equipment from the existing pole to the replacement pole within (1) 20 days after receiving the notice if it requires transfers from 50 or fewer poles, or (2) 45 days after receiving the notice if it requires transfers from more than 50 poles. Upon completing the transfer work, the user must electronically notify the pole's custodian through the utility pole attachment database system that the work has been completed.

If a user fails to complete the transfer work within the required deadline, the bill allows the telephone company, or its agent, to complete the transfer work on the user's behalf and bill the user for the work based on the prevailing wage rates set in the state's prevailing wage law. The use must pay the bill within 60 days after receipt.

EDC or Telephone Company Removal and Replacement Work

The bill requires an EDC or telephone company that removes and replaces a public utility pole, including any portion of one, to finish

transferring any wires or equipment it owns within 45 days after it receives notice about work from a pole's custodian as required above.

PURA List of Uncompleted Transfers

Starting on July 1, 2027, and then every six months, the bill requires each utility pole custodian to compile a list of any users who failed to complete work required to transfer its equipment as required above.

Each custodian must submit the list to PURA. Starting October 1, 2027, and then every six months, PURA must post on its website a list of each user who has a total number of uncompleted pole attachment transfers that is 3% or more of the total number of public utility poles on which it has an attachment in the state. Any user identified on the list must give PURA a written explanation of why it failed to comply.

Double Utility Pole Removals

The bill requires each EDC and telephone company, by January 1, 2029, to do any work required to remove its double utility poles in existence on January 1, 2027. Under the bill, a "double utility pole" is a replacement public utility pole built or installed alongside, or attached to, an existing public utility pole, or a portion of one, for transferring the wires from the existing pole to the replacement, when the existing utility pole or any portion of it has not been removed after the installation of the replacement.

Enforcement

The bill generally allows PURA to issue an order imposing a civil penalty of up to \$100 for each day that a utility pole user, EDC, or telephone company remains in violation of the bill's requirements, specifically those for:

1. users, EDCs, and telephone companies to transfer their equipment;
2. users to pay the telephone company for transfer work done on the user's behalf; and

3. EDCs and telephone companies to do the work needed to remove their double utility poles.

The bill requires PURA to (1) impose the penalties under its statutory procedure for issuing civil penalties and (2) remit the collected penalties to the social services commissioner to help fund the Connecticut Energy Assistance Program.

Exceptions

The bill exempts any user who is not on PURA's list of uncompleted transfers from its requirements (1) to transfer equipment from an existing pole to the replacement pole or have the telephone company do it for the user and (2) for each EDC and telephone company, by January 1, 2029, to do any work required to remove its double utility poles (see below).

Additionally, under the bill, it is not a violation, and PURA cannot impose a civil penalty on a utility pole user, if the user was prevented from completing the transfer work solely because:

1. of a municipality's failure to timely remove or transfer any equipment it (or its political subdivision) owns (the bill does not specify a deadline for a municipality to complete this transfer);
2. the telephone company or its agent failed to complete the transfer for the user as allowed by the bill; or
3. the user or custodian gave PURA a good cause explanation for why it failed to complete the transfer of its equipment, including the presence of an unidentified attachment to a pole, a significant weather event that precludes or delays completing the work on time, a declared emergency in the state, or transfer is a complex transfer.

However, the bill specifies that this does not excuse the user from completing the work within a reasonable time, considering the circumstances of the work, as determined by PURA.

Under the bill, a “complex transfer” is work to transfer a public utility pole attachment that would be reasonably likely to cause a service outage or damage to any other such attachments, including work such as splicing a communication attachment or relocating existing wireless attachments. This includes any transfer involving mobile, fixed, and point-to-point wireless communications and attachments owned by wireless Internet service providers.

The bill creates a similar exception for EDCs and telephone companies that must do any work required to remove its double utility poles, if they can show good cause to PURA for why it failed to complete the transfer (presumably, the removal), such as the presence of an unidentified attachment to a pole, a significant weather event that precludes or delays completing the work on time, a declared emergency in the state, or transfer is a complex transfer.

For either of the good cause exceptions above, if PURA determines that a user has given a good cause explanation that results in no penalty being imposed, the bill requires it to state the basis for the determination in writing.

PURA Docket

The bill requires PURA, by December 1, 2026, to open a docket to develop a recommended damage liability clause that must be adopted by any public utility pole custodian in any contract or other agreement with the pole’s user. The clause must (1) address scenarios in which a user damages another user’s attachment or equipment while transferring its attachments or equipment from one pole to another and (2) create a mechanism for (a) reimbursing for damage under \$100,000, and (b) submitting damages of \$100,000 or more to PURA for resolution.

Background — Related Bill

sSB 421 (File 471), reported favorably by the Energy and Technology Committee, has similar provisions as this bill.

§ 48 — INFORMATION ON VETERANS’ BENEFITS AND SERVICES

Requires the labor commissioner and the chief manufacturing officer to post information about veterans' benefits and services on the Department of Labor and the Office of Manufacturing websites

The bill requires, within available appropriations, the labor commissioner and the chief manufacturing officer to consult with the veterans affairs commissioner and post information about veterans' benefits and services on both the Department of Labor and the Office of Manufacturing websites. The information must be available for download by employers to display in their workplaces.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

HB 5277 (File 42), reported favorably by the Labor and Public Employees Committee, is identical to this provision.

§ 49 — FIRE INSTRUCTORS

Requires the DAS commissioner to create a job classification for part-time fire service instructors in DESPP's Division of Fire Services Administration

The bill requires the DAS commissioner, in consultation with the DESPP commissioner and the State Fire Administrator, to create a job classification for part-time fire service instructors within DESPP's Division of Fire Services Administration.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

HB 5404 (File 267), reported favorably by the Public Safety and Security Committee, is identical to this provision.

§ 50 — HEALTH INSURANCE FOR RETIRED POLICE AND FIREFIGHTERS

Requires the state comptroller to study health insurance coverage for retired police officers and firefighters in the state

The bill requires the state comptroller to study health insurance coverage for retired police officers and firefighters in the state, including an assessment of any gaps in, absence of, or diminished coverage for those who are no longer employed as police officers or firefighters due

to normal retirement or early retirement as a result of any illness or injury. The comptroller must submit a report on the study's finding to the Labor and Public Employees Committee by January 1, 2027.

Under the bill, a "police officer" is sworn member of an organized local police department or the State Police, an appointed constable who performs criminal law enforcement duties, a special appointed policeman, or any member of a law enforcement unit who performs police duties. A "firefighter" includes any (1) uniformed member of a paid municipal or state, or volunteer, fire department and (2) local fire marshal, deputy fire marshal, fire investigator, fire inspector, and certain other classes of inspectors and investigators.

EFFECTIVE DATE: Upon passage

Background — Related Bill

HB 5382 (File 100), reported favorably by the Labor and Public Employees Committee, is identical to this provision.

§ 51 — "REASONABLE ASSURANCE" OF RETURNING TO WORK FOR PARAEducATORS

Requires school districts, before the end of regular school sessions, to notify DOL about which of their paraeducators have reasonable assurance of returning to work when school sessions resume

Under state and federal law, employees who work at an educational institution are ineligible to receive unemployment benefits for a school break (for example, between two successive academic years, between two regular terms, or during a customary vacation or holiday recess) if they have a "reasonable assurance" to work for any educational institution once courses resume (in the next academic year or term or period after the vacation or recess).

The bill requires school districts, at least 10 days before the last day of regular school sessions, to give DOL lists of their paraeducators who have and do not have reasonable assurance of returning to work for them once courses resume. More specifically, the requirement applies to each local or regional board of education, regional educational service

center, governing authority for a state charter school, or an endowed or incorporated academy approved by the State Board of Education (collectively referred to as “school districts”).

The bill allows the labor commissioner to consider the information on these lists when making reasonable assurance determinations, but specifies that unless it is accompanied by additional evidence, it cannot be conclusive evidence of reasonable assurance in any case.

EFFECTIVE DATE: July 1, 2026

Reasonable Assurance

Under the bill, “reasonable assurance” exists if two conditions are met. First, there must be a written, oral, or implied employment offer for the following school year that:

1. was made by an authorized school district employee;
2. is for (a) services in the same capacity the person performed in the previous school year and (b) at least 90% of the wages or salary paid to the person, in total, by every educational institution he or she worked for during the previous school year; and
3. does not depend on factors within the school district’s control, such as course programming, available funding allocation, program modifications, or facility availability.

Second, it must be highly probable that the paraeducator will work in the same capacity once courses resume, based on the totality of the circumstances, including funding availability, past enrollment levels, the paraeducator’s seniority level, and the nature of the offer’s contingencies.

Paraeducator Lists

The bill requires school districts to submit two employee lists to DOL, in a way the commissioner sets, at least 10 days before last day of regular

school sessions. The first must list employees, including their names and Social Security numbers, who worked as a paraeducator for the school and do not have reasonable assurance of working in the same capacity once courses resume.

The second list must contain employees who worked as paraeducators and have reasonable assurance of working in the same capacity once courses resume. It must also describe how each paraeducator was given reasonable assurance, including (1) whether the offer was written, oral, or implied; (2) the nature of any offer contingencies; and (3) the information about the offer communicated to the paraeducator.

§ 52 — SCHOOL PARAEDUCATOR ADVISORY COUNCIL

Adjusts paraeducator representation on the School Paraeducator Advisory Council

The bill adjusts paraeducator representation on the School Paraeducator Advisory Council. Current law requires the council to have one paraeducator from each state-wide bargaining representative organization that represents paraeducators with instructional responsibilities. The bill instead requires it to have five paraeducators from those state-wide bargaining representative organizations (without allotting any to a particular organization) and requires that they be nominated by the Connecticut AFL-CIO.

By law, unchanged by the bill, the council also has (1) a representative from each of the exclusive bargaining units for certified employees, (2) the most recent recipient of the Connecticut Paraeducator of the Year Award, (3) two representatives from the regional educational service centers, and (4) a school administrator. In general, the council advises the education commissioner on the needs for paraeducator professional development and the training, appropriate staffing strategies for paraeducators, and other relevant paraeducator issues.

EFFECTIVE DATE: July 1, 2026

§ 53 — STATE POLICE ASSIGNED TO HIGHWAY CONSTRUCTION PROJECTS

Requires members of the State Police to be paid at a rate established under an agreement between the DOT commissioner and the DESPP commissioner when they are assigned to a DOT highway construction project

Starting the day it passes, the bill requires members of the State Police who are assigned to a Department of Transportation (DOT)-administered highway construction project to be paid at a rate established under an agreement executed between the DOT commissioner and the DESPP commissioner. The bill's requirement supersedes existing law that otherwise requires State Police members' salaries to be fixed by the DAS commissioner.

EFFECTIVE DATE: Upon passage

Background — Related Bill

SB 411 (File 309), reported favorably by the Public Safety Committee and as amended by Senate "A," requires the DESPP and DOT commissioners to enter into an agreement over these State Police salary rates.

§ 54 — PREVAILING WAGE

Requires employers on prevailing wage projects to keep daily attendance records of the workers on a covered project and submit them weekly to the agency overseeing the project; requires the labor commissioner, when determining the prevailing wages required on a public works project, to determine the portion that covers payments, contributions, and member benefits at the journeyman rate

The bill makes changes to the record keeping requirements for employers covered by state prevailing wage laws (including similar laws that apply to certain projects funded by DECD, renewable energy projects, and work on state highways (see *Background – Prevailing Wage Laws*)). Generally, it requires these employers to keep daily attendance records of the workers on a covered project and submit them weekly to the agency overseeing the project. Under the bill, a failure to file these records is a Class C misdemeanor, subject to a fine of up to \$500, up to three months' imprisonment, or both.

Generally, the state's prevailing wage law requires contractors and subcontractors on certain public works projects to pay their construction workers wages and benefits equal to those that are customary or

prevailing for the same work, in the same occupation, in the same town. The bill further specifies that when the labor commissioner determines the prevailing wages required on a public works project, the portion that covers payments, contributions, and member benefits (such as health insurance and retirement benefits) must be determined at the journeyman rate. Current law does not specify a particular rate to be used in this determination.

EFFECTIVE DATE: October 1, 2026

Daily Attendance Records

The bill requires employers covered by state prevailing wage laws to keep a daily record of each construction worker at a covered work site. This record must include (1) the project's name and location; (2) the current date; and (3) each worker's (a) name (printed or signed), (b) trade license number (when applicable), and (c) arrival and departure times at the site. The bill requires the employer to submit these records weekly to the contracting agency, DECD, or the clean energy project's developer, as applicable.

Under the bill, and regardless of the state Freedom of Information Act's (FOIA) provisions on public records access, these daily records are public records. And anyone may inspect and copy a daily log or sign-in sheet under FOIA's provisions on copying and scanning public records.

Background — Prevailing Wage Laws

The state's prevailing wage law generally requires contractors and subcontractors on certain public works projects to pay their construction workers wages and benefits equal to those that are customary or prevailing for the same work, in the same occupation, in the same town. The requirement applies to new construction projects costing at least \$1 million and renovation projects costing at least \$100,000.

Similar prevailing wage requirements also apply to certain (1) projects that receive at least \$1 million in DECD financial assistance, (2) clean energy projects, and (3) work on state highways.

Background — Related Bills

SB 268 (File 76), reported favorably by the Labor and Public Employees Committee, allows the state comptroller to withhold payment to a contractor or subcontractor for whom the labor commissioner has issued a stop work order for a violation of the prevailing wage law.

sSB 356, reported favorably by the Labor and Public Employees Committee (File 211) and Judiciary Committee (File 696), includes a similar requirement for keeping daily attendance records on prevailing wage projects.

sSB 471 (File 575), reported favorably by the Government Administration and Elections Committee, includes an identical provision related to journeyman rates and also requires certain public works contracts to have a specified percentage of their work done by apprentices.

§§ 55 & 56 — CONSTRUCTION CONTRACTOR LIABILITY FOR UNPAID WAGES

Makes certain construction contractors jointly and severally liable for any unpaid wages owed to a subcontractor's employees

For certain construction contracts executed on or after January 1, 2027, the bill makes a construction contractor jointly and severally liable for any unpaid wages owed to a subcontractor's employee working within the contract's scope.

Under the bill, if the subcontractor fails to pay such an employee, either the employee or a labor organization may sue the subcontractor, the contractor, or both. If the contractor is a party in the suit, the employee must give the contractor at least 30 days' advance notice about the subcontractor's alleged violation before suing. The notice must describe the alleged violation's general nature. However, the employee does not have to give this notice if he or she has previously given the contractor notice about the same violation or a prior violation by the same subcontractor. The bill specifies that the notice does not limit the contractor's liability or prevent subsequent amendments to the suit to

include more of the subcontractor's employees.

The bill also specifies that it does not prohibit a construction contract between a contractor and subcontractor from including a provision establishing a remedy for any liability created by a subcontractor's nonpayment of wages, as long as it does not (1) diminish an employee's right to bring a lawsuit for unpaid wages or (2) waive or release any liability assigned to the contractor under the bill.

The bill further specifies that this can include a contract provision that allows the liability to be paid from the amount withheld for retainage under the contract. Under the bill, "retainage" is a sum withheld from progress payments to the contractor or subcontractor, otherwise payable to a contractor or subcontractor by an owner conditioned on substantial or final completion of all work under the terms of a written or verbal construction contract. It does not include any sum withheld due to the contractor's or subcontractor's failure to comply with construction plans and specifications.

Additionally, the bill makes any provision to waive or release liability assigned to the contractor unenforceable in a contract entered into or renewed on or after October 1, 2026.

EFFECTIVE DATE: January 1, 2027

Contracts, Contractors, and Subcontractors

Under the bill, a "construction contract" is a contract entered into on or after January 1, 2027, for construction, renovation, or rehabilitation in the state, including any improvements to real property associated with it. It includes those contracts between an owner and a contractor, a contractor and a subcontractor, or between subcontractors. It does not include:

1. public works or other contracts by the state, another state, or the federal government or
2. home improvement contracts to build, renovate, or rehabilitate

(a) an owner-occupied residence or property where it is located or (b) one- or two-family dwelling units or properties unless there are more than 15 of them at one project site.

Under the bill, “contractors” are business entities, including construction managers, general or prime contractors, joint ventures, or combinations of them, that have a direct contractual relationship with an owner (the owner of record or lessee of real property where the construction, renovation, or rehabilitation will be or is being done).

A “subcontractor” is a business entity that does not have a direct contractual relationship with an owner but:

1. is a party to a construction contract with the contractor;
2. is a party to a construction contract with another subcontractor that has a direct contractual relationship with the contractor; or
3. does any work at any tier within the construction contract’s scope, regardless of whether it has a direct contractual relationship with a contractor.

Background — Related Bill

HB 5275 (File 91), reported favorably by the Labor and Public Employees Committee, is substantially similar to this provision.

§§ 57-61 — HIGH-QUALITY INTERNSHIPS

Requires the UConn Board of Trustees and BOR to jointly identify the qualities and best practices of a high-quality internship program and create a syllabus for employers’ online training using them; sets various related reporting requirements

By October 1, 2026, the bill requires the UConn Board of Trustees and Board of Regents for Higher Education (BOR) to jointly identify the qualities and best practices of a high-quality internship program, using at least six of the eight National Association of Colleges and Employers career readiness competencies (see *Background – National Association of Colleges and Employers (NACE) Career Readiness Competencies*). The boards must create a syllabus for employers’ online training using these qualities and best practices by January 1, 2027, and BOR must use the

syllabus to offer asynchronous online training through Charter Oak State College by July 1, 2027.

The bill allows the college to charge a training enrollment fee and requires it to give employers a credential for completing the training. The boards must conspicuously post on their websites information about the qualities and best practices and a link to the online training registration for employers.

The bill also requires the following reports to the Higher Education and Employment Advancement Committee:

1. Annually, beginning by July 1, 2028, BOR must report on the number of employers receiving the credential in the prior fiscal year.
2. By January 1, 2027, each higher education institution in the state must report on the internship opportunities available to their students through their career services offices, including the types of employers offering internships, quality measures used to ensure students have a valuable experience, and other relevant information.
3. By February 1, 2027, the Department of Administrative Services must survey state agencies (other than public higher education institutions) and report on their internship programs, including whether an agency has (a) paid internships and (b) high-quality internship programs according to the qualities and best practices that must be established by the bill.
4. By January 1, 2028, the Department of Revenue Services (DRS) must consult with the Office of Policy and Management and study the revenue impact of expanding the human capital investment tax credit (see Background – Human Capital Investment Tax Credit) to cover intern compensation paid by (a) employers who earned the online training credential and (b) an S corporation, limited liability company, limited liability

partnership, or limited partnership that earned the credential.

EFFECTIVE DATE: July 1, 2026, except the provision on (1) the DRS study is effective October 1, 2026, and (2) offering and reporting on the online training program is effective January 1, 2027.

Background — National Association of Colleges and Employers (NACE) Career Readiness Competencies

NACE is a professional association connecting college career services professionals, early talent recruiting, university relations professionals, and businesses that serve this community. NACE tracks and provides information on employment of college graduates. NACE's eight career readiness competencies are (1) career and self-development, (2) communication, (3) critical thinking, (4) equity and inclusion, (5) leadership, (6) professionalism, (7) teamwork, and (8) technology.

Background — Human Capital Investment Tax Credit

By law, expenses eligible for this credit include (1) job training; (2) work education programs, including those offered by higher education institutions; (3) donations or capital contributions to higher education institutions related to technology; (4) activities related to developing a child care center for employees' children; (5) donations or capital contributions to a nonprofit for developing a child care center for children in the community; and (6) child care subsidies for employees. By law, the credit equals 25% of the child care related expenses and 10% for other types of expenses.

By law, these credits cannot exceed the amount a corporation owes in corporation business tax, an unused tax credit can be carried forward for the next five years, and a corporation claiming this tax credit cannot claim another credit for the same expense.

Background — Related Bill

sHB 5478 (File 391), reported favorably by the Higher Education and Employment Advancement and Appropriations committees, establishes various programs and creates tax credits to support

internships, among other things.

§ 62 — MUNICIPAL TAX ABATEMENT FOR SURVIVING DOMESTIC PARTNERS OF FIRST RESPONDERS

Expands an optional municipal property tax abatement for the spouses of first responders who died in the line of duty to also cover domestic partners

By law, municipalities may establish a property tax abatement program by ordinance for the surviving spouses of first responders (police officers, fire fighters, and emergency medical technicians) who die in the line of duty. This bill extends eligibility for the abatement to surviving domestic partners. Under the bill, a “domestic partner” is someone with whom a first responder maintained a domestic partnership until the first responder’s death. A “domestic partnership” is a partnership between two people who (1) are at least age 18; (2) are in a committed, intimate relationship with each other; (3) are not married to anyone; (4) would not be prohibited from marrying each other under the state’s laws; (5) reside together in a principal residence; and (6) are each other's sole domestic partner.

The bill allows a municipality that establishes the abatement to require a domestic partner claiming the abatement to attest to the criteria described above.

Under existing law, unchanged by the bill, the abatement may cover all or some of the property taxes due on the residence that the claimant owns and occupies as his or her primary residence.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

HB 5286 (File 60), reported favorably by the Planning and Development Committee, allows the same property tax abatement but allows the ordinance to define who is considered a “domestic partner.”

§ 63 — WORKING GROUP ON TAX INCENTIVES AND CREDITS FOR VOLUNTEER FIREFIGHTERS

Establishes a working group to review and make recommendations for tax incentives and credits for volunteer firefighters

The bill creates a working group to review and make recommendations for legislation on tax incentives and credits for volunteer firefighters in the state. Under the bill, the working group consists of the state fire administrator and DRS commissioner, or their designees, and one appointee appointed by each of the six legislative leaders. The House speaker's appointee must represent an organization representing firefighters in the state, but the other appointees have no specifically required qualifications, and any of the appointees may be state legislators.

The bill requires (1) all initial appointments to the working group to be made within 30 thirty days after the bill becomes effective and (2) any vacancy to be filled by the appointing authority.

The bill makes the House speaker's and Senate president pro tempore's appointees the working group's chairpersons and requires them to schedule and hold the task force's first meeting within 60 days after the bill becomes effective. The Finance, Revenue and Bonding Committee's administrative staff must serve in that capacity for the working group.

The working group must submit a report on its findings and recommendation to the Finance, Revenue and Bonding Committee by January 1, 2027. It ends on that date or when it submits the report, whichever is later.

EFFECTIVE DATE: Upon passage

§ 64 — LOBSTER SALES

Allows (1) food service establishments to sell consumers lobsters greater or less than LMA 6 minimum and maximum length requirements under certain conditions and (2) licensed seafood dealers to sell food service establishments these lobsters

The bill allows Connecticut food service establishments to sell lobsters that do not meet the existing lobster size requirements if the lobster meets certain criteria. The bill allows the establishments regulated by the public health code to sell consumers any lobster greater or less than the Atlantic States Marine Fisheries Commission's American

Lobster Fishery Management Plan Lobster Management Area (LMA) 6 minimum and maximum shell lengths (3.375 inches and 5.25 inches) if the:

1. lobster is not taken from LMA 6 waters (under federal regulations this includes New York and Connecticut state waters) or landed in Connecticut;
2. lobster is within the legal length for the LMA or nation of origin where it is taken; and
3. food service establishment that has the lobster also has a manifest, bill of landing, invoice, purchase order, or other written documentation that identifies the (a) state, LMA, or nation of origin where the lobster was received and (b) number of lobsters received.

Under the bill, the food service establishment must keep the required documentation for six months after it receives the lobster and make it available to any law enforcement officer upon request.

Additionally, the bill allows any Connecticut licensed seafood dealer to sell food service establishments lobsters in compliance with these restrictions. The dealer must provide the purchasing food service establishment the documentation described above at the time of sale.

EFFECTIVE DATE: Upon passage

§§ 65-72 — FIRST RESPONDER TUITION AND MORTGAGE ASSISTANCE PROGRAM

Requires CT State and CSCU to waive tuition for eligible police officers, firefighters, and EMS personnel (first responders); requires CHFA to develop and administer a mortgage assistance program for these first responders; requires POST, the Commission on Fire Prevention and Control, and DPH to establish eligibility requirements for these programs

The bill requires the Board of Regents for Higher Education to waive CT State and Connecticut State Colleges and Universities (CSCU) tuition for (1) eligible police officers, firefighters, and emergency medical service (EMS) personnel (first responders) who submit compliance

certifications that certify their eligibility (see below) and are enrolled or accepted for admission, and (2) students attending the state fire school who are enrolled in a program offered together with the respective college or university that accredits courses in the program. The bill caps the total number of these waivers at CT State and CSCU at 200 per school year, respectively.

The bill also requires the Connecticut Housing Finance Authority (CHFA) to develop and administer a mortgage assistance program for these eligible first responders who submit a compliance certification and are buying a home as their principal residence in the community where they serve. Under the bill, this mortgage assistance must be provided under CHFA-established guidelines. In doing so, CHFA may (1) use down payment assistance or any other appropriate housing subsidies and (2) allow the mortgagee to realize a reasonable portion of the property's equity gain when it is sold.

EFFECTIVE DATE: (1) July 1, 2026, for the compliance certification provisions; (2) October 1, 2026, for the eligibility requirement provisions; (3) July 1, 2027, for the tuition waiver provisions; and (4) January 1, 2027, for the mortgage assistance program provisions.

Covered First Responders

Under the bill, a "first responder" is (1) a police officer certified by the Police Officer Standards and Training Council (POST), (2) volunteer or paid fire service personnel certified by the Commission on Fire Prevention and Control (commission), and (3) emergency medical service personnel licensed or certified by the Department of Public Health (DPH). The bill requires each of these entities to establish the eligibility requirements (see below), by January 1, 2027, for the tuition waivers and mortgage assistance established by the bill.

Compliance Certifications

The bill requires first responders seeking tuition waivers or mortgage assistance to request a compliance certification from their "employer" on a form developed by the state comptroller that certifies the first

responder meets applicable eligibility requirements (see below). Under the bill, “employer” for a police officer means the administrative head of a law enforcement unit, for fire service personnel means the chief of a volunteer or paid fire department and for emergency medical service personnel means the chief administrator of a volunteer or municipal emergency medical service organization.

The employer must complete the compliance certification form if the first responder meets the applicable eligibility requirements established by the bill as described below. The employer must send the compliance certification to the first responder, and a copy to the comptroller in a manner prescribed by the comptroller. First responders must submit their compliance certification along with their applications to CT State or CSCU for a tuition waiver, or to CHFA for mortgage assistance, as applicable.

The comptroller must, by September 1, 2026, develop a compliance certification form for employers to use to certify that the first responder meets the eligibility requirements established according to the bill. The comptroller must post the form in a conspicuous location on his website and maintain each compliance certification submitted to the comptroller for as long as the first responder receives either a tuition waiver or mortgage assistance. The comptroller, if requested by the first responder, may share a copy of the compliance certification with (1) the first responder, (2) CT State, (3) CSCU, (4) CHFA, or (5) DRS.

Eligibility Requirements

The bill requires POST, the commission, and DPH to each establish eligibility requirements, by January 1, 2027, for first responders under their jurisdiction that apply for tuition waivers or mortgage assistance.

POST must establish eligibility requirements for police officers that, at a minimum, require that officers be (1) POST-certified and (2) currently employed by a law enforcement unit in Connecticut for between two and five years.

The commission must establish eligibility requirements for firefighters, which include (1) anyone regularly employed and paid by a municipality or nonprofit contractor for performing firefighting duties for a municipality at least 35 hours per week on average, or (2) any volunteer who performs firefighting duties. The eligibility requirements must at least require that the firefighter be (1) certified as fire service personnel by the commission and (2) currently employed by a fire department in the state for between two and five years. The bill specifies that, for the commission's eligibility requirements for tuition waivers, "firefighter" includes firefighters serving a fire department operated by a federally recognized Connecticut Indian tribe.

DPH must establish eligibility requirements for EMS personnel that at least require them to be (1) licensed or certified by the DPH commissioner and (2) currently employed by a municipal or volunteer EMS organization in Connecticut for between two and five years. DPH must consult with the commission in establishing the eligibility requirements for tuition waivers.

Background — Related Bill

sHB 5046, §§ 1-4 (File 313), reported favorably by the Public Safety and Security Committee, has substantially similar provisions.

§§ 69-71 — FEE WAIVERS FOR NATIONAL GUARD MEMBERS

Expands the current tuition waiver for active National Guard members enrolled at CT State, CSCU, or UConn to include all mandatory fees

The bill waives all mandatory fees for eligible National Guard members enrolled at CT State, CSCU, or UConn under the existing tuition waiver program. By law, to be eligible for the program, a National Guard member must be (1) certified by the adjutant general or his designee as a member in good standing and (2) enrolled or accepted in one of those institutions on a full-time or part-time basis in an undergraduate degree-granting program (or graduate program, for CSCU and UConn). Currently, the program covers eligible National Guard members' tuition and extension fees.

EFFECTIVE DATE: July 1, 2027

Background — Related Bill

sHB 5046, §§ 1-3 (File 313), reported favorably by the Public Safety and Security Committee, has identical provisions.

§ 73 — PUBLIC SAFETY PERSONNEL RECRUITMENT AND RETENTION TASK FORCE

Establishes a task force to study recruitment and retention issues for public safety personnel

The bill establishes a task force to study recruitment and retention issues for public safety personnel. The study must examine the feasibility and fiscal impact of the state providing:

1. tuition waivers, mortgage assistance, and tax credits to correction officers and judicial marshals;
2. tuition waivers to dependent children of police officers, uniformed members of paid or volunteer fire departments, and EMS personnel;
3. tuition waivers for undergraduate and graduate degree programs at UConn to police officers, uniformed members of paid or volunteer fire departments, and EMS personnel; and
4. tuition vouchers for public safety personnel to any accredited higher education institution in Connecticut.

Under the bill, the task force consists of the DESPP and Education commissioners and the chief court administrator, or their designees, and one member appointed by each of the six legislative leaders. The House speaker's appointee must have expertise in public safety and the Senate president pro tempore's appointee must represent the University of New Haven and have expertise in higher education. The appointees may be state legislators.

All initial appointments must be made within 30 days after the bill passes, and any vacancies must be filled by the appropriate appointing

authority.

The speaker and the president pro tempore must select the task force's chairpersons from its members, who must schedule and hold the first meeting of the task force within 60 days after the bill passes.

The Public Safety and Security Committee's administrative staff must serve in that capacity for the task force. The task force must submit its findings and recommendations to the Public Safety and Security Committee by January 1, 2027. The task force ends on that date or when it submits its report, whichever is later.

EFFECTIVE DATE: Upon passage

Background — Related Bill

sHB 5046, reported favorably by the Public Safety and Security Committee, includes a substantially similar provision.

§ 74 — POLICE OFFICER AND FIREFIGHTER CAREER PIPELINE PROGRAM

Requires the chief workforce officer to develop a plan to establish a police officer and firefighter career pipeline program

The bill requires the chief workforce officer to develop a plan to establish a police officer and firefighter career pipeline program that at least includes (1) a strategy to increase the number of state residents pursuing careers as police officers or firefighters and (2) estimated funding needed to support a police officer and firefighter career pipeline program. The chief workforce officer must submit a report on the plan to the Public Safety and Security and Labor and Public Employees committees by January 1, 2027.

EFFECTIVE DATE: Upon passage

§ 75 — REPEALER

Repeals a law that generally requires school boards to indemnify teachers, board members, or other school employees if they are assaulted while performing their duties and suffers a financial loss or expense

The bill repeals a law that generally requires school boards and state

higher education institution to indemnify teachers, board members, or other school employees if they are assaulted while performing their duties and suffer a financial loss or expense.

EFFECTIVE DATE: October 1, 2026

BACKGROUND

Legislative History

The House referred the bill (File 400) to the Appropriations Committee, which favorably reported a substitute that removes a provision that would have appropriated \$50,000 from the General Fund to the Division of Fire Services for the junior firefighter grant program in FY 27.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 9 Nay 4 (03/17/2026)

Appropriations Committee

Joint Favorable Substitute

Yea 34 Nay 13 (04/14/2026)