



General Assembly

**Amendment**

February Session, 2026

LCO No. 5555



Offered by:  
SEN. SAMPSON, 16<sup>th</sup> Dist.

To: Subst. House Bill No. 5003

File No. 745

Cal. No. 481

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

1 After the last section, add the following and renumber sections and  
2 internal references accordingly:

3 "Sec. 501. (NEW) (*Effective from passage*) (a) For purposes of this  
4 section, "clawback provision" means a contract provision in a collective  
5 bargaining agreement that (1) specifies the methodology by which any  
6 projected savings shall be measured against realized savings on an  
7 annual basis, (2) establishes an obligation of the exclusive representative  
8 of a collective bargaining unit subject to the provisions of the collective  
9 bargaining unit or the employees of such collective bargaining unit to  
10 return any amount by which cumulative realized savings fall short of  
11 cumulative projected savings by more than five per cent in any fiscal  
12 year to the state through a reduction in future compensation  
13 adjustments, extended wage freezes or any other mutually agreed-upon  
14 means, and (3) designates the Comptroller as the entity responsible for  
15 calculating and certifying the annual savings differential.

16 (b) Notwithstanding the provisions of sections 5-270 to 5-280,  
 17 inclusive, of the general statutes, no collective bargaining agreement or  
 18 arbitration award entered into, amended or extended on or after the  
 19 effective date of this section that relies, in whole or in part, on projected  
 20 savings to justify the terms, conditions or benefits awarded to  
 21 employees under such agreement or award submitted to the General  
 22 Assembly for approval pursuant to section 5-278 of the general statutes  
 23 shall be deemed approved by the General Assembly unless such  
 24 collective bargaining agreement or arbitration award contains an  
 25 enforceable clawback provision.

26 (c) Not later than December 31, 2026, and annually thereafter, the  
 27 Comptroller shall calculate the difference between projected savings  
 28 and the realized savings for any collective bargaining agreement subject  
 29 to the provisions of this section. Not later than January 1, 2027, and  
 30 annually thereafter, the Comptroller shall submit a report on such  
 31 calculation, in accordance with the provisions of section 11-4a of the  
 32 general statutes, to the joint standing committees of the General  
 33 Assembly having cognizance of matters relating to appropriations and  
 34 labor. Such report shall be posted on the Comptroller's Internet web site.

35 (d) Nothing in this section shall be construed to affect the terms of or  
 36 require the renegotiation of any collective bargaining agreement in  
 37 effect prior to the effective date of this section."

This act shall take effect as follows and shall amend the following sections:		
Sec. 501	<i>from passage</i>	New section