



General Assembly

Substitute Bill No. 943

January Session, 2021



**AN ACT REQUIRING EMPLOYERS TO PROVIDE CERTAIN
INFORMATION TO DOMESTIC WORKERS AT THE TIME OF HIRE
AND ESTABLISHING AN EDUCATION AND TRAINING GRANT
PROGRAM FOR DOMESTIC WORKERS.**

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

1 Section 1. Section 31-71a of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2021*):

3 [Whenever] As used in sections 31-71a to 31-71i, inclusive, and
4 section 3 of this act:

5 (1) "Employer" includes any individual, partnership, association,
6 joint stock company, trust, corporation, the administrator or executor of
7 the estate of a deceased person, the conservator of the estate of an
8 incompetent, or the receiver, trustee, successor or assignee of any of the
9 same, employing any person, including the state and any political
10 subdivision thereof;

11 (2) "Employee" includes any person suffered or permitted to work by
12 an employer;

13 (3) "Wages" means compensation for labor or services rendered by an
14 employee, whether the amount is determined on a time, task, piece,
15 commission or other basis of calculation;

16 (4) "Commissioner" means the Labor Commissioner.

17 Sec. 2. Section 31-71f of the general statutes is repealed and the
18 following is substituted in lieu thereof (*Effective October 1, 2021*):

19 (a) Each employer shall: (1) Advise his employees in writing, at the
20 time of hiring, of the rate of remuneration, hours of employment and
21 wage payment schedules, and (2) make available to his employees,
22 either in writing or through a posted notice maintained in a place
23 accessible to his employees, any employment practices and policies or
24 change therein with regard to wages, vacation pay, sick leave, health
25 and welfare benefits and comparable matters.

26 (b) Each employer employing a domestic worker, as defined in
27 section 3 of this act, shall advise the domestic worker, in writing, at the
28 time of hiring, of: (1) The rate of remuneration, hours of employment
29 and wage payment schedules; (2) the job duties and responsibilities; (3)
30 the availability of sick leave, days of rest, vacation, personal days and
31 holidays, whether such days are paid or unpaid and the rate at which
32 such days accrue; and (4) whether the employer may charge any fees or
33 costs for board and lodging, and, if so, the amount of such fees or costs.

34 Sec. 3. (NEW) (*Effective October 1, 2021*) (a) As used in this section:

35 (1) "Domestic worker" means any employee who is paid or who is
36 told he or she will be paid to perform work of a domestic nature in or
37 about a private dwelling, including, but not limited to, housekeeping,
38 laundering, meal preparation, home companion, home management or
39 child care services or the caretaking of individuals, including sick,
40 convalescing and elderly individuals, or other household services for
41 occupants of the private dwelling or the guests of such occupants.
42 "Domestic worker" does not include (A) any individual providing
43 babysitting services on an irregular or intermittent basis; or (B) a
44 personal care attendant, as defined in section 17b-706 of the general
45 statutes, providing services pursuant to a state-funded program,
46 including, but not limited to, (i) the program for individuals with

47 acquired brain injuries, established pursuant to section 17b-260a of the
48 general statutes, (ii) the personal care assistance program, established
49 pursuant to section 17b-605a of the general statutes, (iii) the Connecticut
50 home-care program for the elderly, established pursuant to section 17b-
51 342 of the general statutes, (iv) the pilot program to provide home care
52 services to disabled persons, established pursuant to section 17b-617 of
53 the general statutes, (v) the individual and family supports waiver
54 program administered by the Department of Developmental Services,
55 or (vi) the comprehensive waiver program administered by the
56 Department of Developmental Services;

57 (2) "Nonprofit organization" means any organization that is exempt
58 from taxation under section 501(c)(3) of the Internal Revenue Code of
59 1986, or any subsequent corresponding internal revenue code of the
60 United States, as amended from time to time; and

61 (3) "Qualified organization" means: (A) Any nonprofit organization
62 that has not less than five years of experience working with domestic
63 workers; or (B) any organization that works with a nonprofit
64 organization that has not less than five years of experience advocating
65 for domestic workers or other low-wage workers.

66 (b) The commissioner shall establish a domestic workers education
67 and training grants program to provide grants to qualified
68 organizations for the following purposes:

69 (1) To provide education and training for domestic workers and
70 employers addressing laws regarding minimum wage, overtime, sick
71 leave, record-keeping, wage adjudication and retaliation and the
72 requirements of subsection (b) of section 31-71f of the general statutes,
73 as amended by this act;

74 (2) To provide one or more online resources for domestic workers and
75 employers on state laws and regulations relating to domestic workers;
76 and

77 (3) To provide technical and legal assistance to domestic workers and

78 employers through legal service providers.

79 (c) The commissioner may enter into an agreement pursuant to
80 chapter 55a of the general statutes, with a person, firm or corporation to
81 administer the grants program established pursuant to subsection (b) of
82 this section.

83 (d) The commissioner, in consultation with such person, firm or
84 corporation, if applicable, shall create guidelines necessary for the
85 administration of the provisions of this section.

86 Sec. 4. (Effective July 1, 2021) The sum of two hundred ten thousand
87 dollars is appropriated to the Labor Department from the General Fund,
88 for the fiscal year ending June 30, 2022, for the domestic worker's
89 education and training grants program established pursuant to section
90 3 of this act.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2021	31-71a
Sec. 2	October 1, 2021	31-71f
Sec. 3	October 1, 2021	New section
Sec. 4	July 1, 2021	New section

Statement of Legislative Commissioners:

In Section 2(b)(4), "individual or" was deleted for clarity; in Section 3(a)(1)(B), ", as defined in section 17b-706 of the general statutes," was added after "attendant" for clarity; in Section 3(b)(1), "laws regarding" was added after "addressing" for clarity and accuracy; in Section 3(c), "or other entity" was deleted for accuracy; and in Section 3(d), "or entity" was deleted for accuracy and consistency.

LAB Joint Favorable Subst.