



General Assembly

Substitute Bill No. 132

February Session, 2018



AN ACT COMBATTING SEXUAL HARASSMENT AND SEXUAL ASSAULT.

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

1 Section 1. Section 46a-54 of the 2018 supplement to the general
2 statutes is repealed and the following is substituted in lieu thereof
3 (*Effective October 1, 2018*):

4 The commission shall have the following powers and duties:

5 (1) To establish and maintain such offices as the commission may
6 deem necessary;

7 (2) To organize the commission into a division of affirmative action
8 monitoring and contract compliance, a division of discriminatory
9 practice complaints and such other divisions, bureaus or units as may
10 be necessary for the efficient conduct of business of the commission;

11 (3) To employ legal staff and commission legal counsel as necessary
12 to perform the duties and responsibilities under section 46a-55. One
13 commission legal counsel shall serve as supervising attorney. Each
14 commission legal counsel shall be admitted to practice law in this state;

15 (4) To appoint such investigators and other employees and agents as
16 it deems necessary, fix their compensation within the limitations

17 provided by law and prescribe their duties;

18 (5) To adopt, publish, amend and rescind regulations consistent
19 with and to effectuate the provisions of this chapter;

20 (6) To establish rules of practice to govern, expedite and effectuate
21 the procedures set forth in this chapter;

22 (7) To recommend policies and make recommendations to agencies
23 and officers of the state and local subdivisions of government to
24 effectuate the policies of this chapter;

25 (8) To receive, initiate as provided in section 46a-82, as amended by
26 this act, investigate and mediate discriminatory practice complaints;

27 (9) By itself or with or by hearing officers or human rights referees,
28 to hold hearings, subpoena witnesses and compel their attendance,
29 administer oaths, take the testimony of any person under oath and
30 require the production for examination of any books and papers
31 relating to any matter under investigation or in question;

32 (10) To make rules as to the procedure for the issuance of subpoenas
33 by individual commissioners, hearing officers and human rights
34 referees;

35 (11) To require written answers to interrogatories under oath
36 relating to any complaint under investigation pursuant to this chapter
37 alleging any discriminatory practice as defined in subdivision (8) of
38 section 46a-51, and to adopt regulations, in accordance with the
39 provisions of chapter 54, for the procedure for the issuance of
40 interrogatories and compliance with interrogatory requests;

41 (12) To utilize such voluntary and uncompensated services of
42 private individuals, agencies and organizations as may from time to
43 time be offered and needed and with the cooperation of such agencies,
44 (A) to study the problems of discrimination in all or specific fields of
45 human relationships, and (B) to foster through education and

46 community effort or otherwise good will among the groups and
47 elements of the population of the state;

48 (13) To require the posting by an employer, employment agency or
49 labor organization of such notices regarding statutory provisions as
50 the commission shall provide;

51 (14) To require the posting, by any respondent or other person
52 subject to the requirements of section 46a-64, 46a-64c, 46a-81d or 46a-
53 81e, of such notices of statutory provisions as it deems desirable;

54 (15) (A) To require an employer having three or more employees to
55 (i) post in a prominent and accessible location information concerning
56 the illegality of sexual harassment and remedies available to victims of
57 sexual harassment, and (ii) provide, not later than three months after
58 the employee's start date with the employer, a copy of the information
59 concerning the illegality of sexual harassment and remedies available
60 to victims of sexual harassment to each employee by electronic mail
61 with a subject line that includes the words "Sexual Harassment Policy"
62 or words of similar import, if (I) the employer has provided an
63 electronic mail account to the employee, or (II) the employee has
64 provided the employer with an electronic mail address, provided if an
65 employer has not provided an electronic mail account to the employee,
66 the employer shall post the information concerning the illegality of
67 sexual harassment and remedies available to victims of sexual
68 harassment on the employer's Internet web site, if the employer
69 maintains such an Internet web site; and (B) to require an employer
70 having [fifty] ~~three~~ or more employees to provide two hours of
71 training and education to all [supervisory] employees within one year
72 of [October 1, 1992, and to all new supervisory employees within six
73 months of their assumption of a supervisory position] ~~October 1, 2018,~~
74 provided any employer who has provided such training and education
75 to any such employees after October 1, [1991] ~~2017,~~ shall not be
76 required to provide such training and education a second time. Any
77 employee hired by an employer on or after October 1, 2018, shall
78 receive such training and education not later than six months after the

79 date of his or her hire. Such training and education shall include
80 information concerning the federal and state statutory provisions
81 concerning sexual harassment and remedies available to victims of
82 sexual harassment, including, but not limited to, the remedies
83 available from the commission pursuant to the provisions of this
84 chapter. As used in this subdivision, "sexual harassment" has the same
85 meaning as provided in subdivision (8) of subsection (b) of section 46a-
86 60, as amended by this act, and "employer" includes the General
87 Assembly;

88 (16) To require each state agency that employs one or more
89 employees to (A) provide a minimum of three hours of diversity
90 training and education (i) to all supervisory and nonsupervisory
91 employees, not later than July 1, 2002, with priority for such training to
92 supervisory employees, and (ii) to all newly hired supervisory and
93 nonsupervisory employees, not later than six months after their
94 assumption of a position with a state agency, with priority for such
95 training to supervisory employees. Such training and education shall
96 include information concerning the federal and state statutory
97 provisions concerning discrimination and hate crimes directed at
98 protected classes and remedies available to victims of discrimination
99 and hate crimes, standards for working with and serving persons from
100 diverse populations and strategies for addressing differences that may
101 arise from diverse work environments; and (B) submit an annual
102 report to the Commission on Human Rights and Opportunities
103 concerning the status of the diversity training and education required
104 under subparagraph (A) of this subdivision. The information in such
105 annual reports shall be reviewed by the commission for the purpose of
106 submitting an annual summary report to the General Assembly.
107 Notwithstanding the provisions of this section, if a state agency has
108 provided such diversity training and education to any of its employees
109 prior to October 1, 1999, such state agency shall not be required to
110 provide such training and education a second time to such employees.
111 The requirements of this subdivision shall be accomplished within
112 available appropriations. As used in this subdivision, "employee" shall

113 include any part-time employee who works more than twenty hours
114 per week;

115 (17) To require each agency to submit information demonstrating its
116 compliance with subdivision (16) of this section as part of its
117 affirmative action plan and to receive and investigate complaints
118 concerning the failure of a state agency to comply with the
119 requirements of subdivision (16) of this section; [and]

120 (18) To enter into contracts for and accept grants of private or
121 federal funds and to accept gifts, donations or bequests, including
122 donations of service by attorneys; and

123 (19) To ensure compliance with the provisions of this chapter,
124 including, but not limited to, the authority to petition the superior
125 court for the judicial district of Hartford for the enforcement of any
126 order issued, or fine imposed, by the commission, and for other
127 appropriate relief.

128 Sec. 2. Subdivision (8) of subsection (b) of section 46a-60 of the 2018
129 supplement to the general statutes is repealed and the following is
130 substituted in lieu thereof (*Effective October 1, 2018*):

131 (8) (A) For an employer, by the employer or the employer's agent,
132 for an employment agency, by itself or its agent, or for any labor
133 organization, by itself or its agent, to harass any employee, person
134 seeking employment or member on the basis of sex or gender identity
135 or expression. "Sexual harassment" shall, for the purposes of this
136 subdivision, be defined as any unwelcome sexual advances or requests
137 for sexual favors or any conduct of a sexual nature when [(A)] (i)
138 submission to such conduct is made either explicitly or implicitly a
139 term or condition of an individual's employment, [(B)] (ii) submission
140 to or rejection of such conduct by an individual is used as the basis for
141 employment decisions affecting such individual, or [(C)] (iii) such
142 conduct has the purpose or effect of substantially interfering with an
143 individual's work performance or creating an intimidating, hostile or

144 offensive working environment;

145 (B) If a judge or the commission finds that an employer has engaged
146 in a demonstrated pattern of sexual harassment, it shall not be a
147 defense to a subsequent complaint of sexual harassment, filed in
148 accordance with section 46a-82, that (i) the claim of sexual harassment
149 was properly investigated, immediate corrective action was taken and
150 no act of sexual harassment subsequently occurred, (ii) the claim of
151 sexual harassment was not reported to the employer prior to the filing
152 of a complaint with the commission, (iii) an employer has a policy of
153 prohibiting sexual harassment or recently trained its employees on
154 sexual harassment in accordance with subdivision (15) of section 46a-
155 54, as amended by this act, or (iv) the sexual harassment was not
156 severe or pervasive. Such defenses may be introduced by a respondent
157 on the question of damages; and

158 (C) If an employer takes immediate corrective action in response to
159 an employee's claim of sexual harassment, such corrective action shall
160 not modify the conditions of employment of the employee making the
161 claim of sexual harassment unless such employee agrees, in writing, to
162 any modification in the conditions of employment. Corrective action
163 taken by an employer, may include, but need not be limited to,
164 employee relocation, assigning an employee to a different work
165 schedule or other substantive changes to an employee's terms and
166 conditions of employment;

167 Sec. 3. Subsection (f) of section 46a-82 of the general statutes is
168 repealed and the following is substituted in lieu thereof (*Effective*
169 *October 1, 2018*):

170 (f) (1) Any complaint filed pursuant to this section [must] alleging a
171 discriminatory practice that occurred prior to October 1, 2018, shall be
172 filed within one hundred and eighty days after the alleged act of
173 discrimination, except that any complaint by a person claiming to be
174 aggrieved by a violation of subsection (a) of section 46a-80 must be
175 filed within thirty days of the alleged act of discrimination.

176 (2) Any complaint alleging a discriminatory practice that occurred
177 on or after October 1, 2018, shall be filed not later than three years after
178 the date of the alleged act of discrimination.

179 Sec. 4. Subsection (b) of section 46a-86 of the general statutes is
180 repealed and the following is substituted in lieu thereof (*Effective*
181 *October 1, 2018*):

182 (b) In addition to any other action taken under this section, upon a
183 finding of a discriminatory employment practice, the presiding officer
184 (1) may order the hiring, promotion or reinstatement of any individual,
185 with or without back pay, or restoration to membership in any
186 respondent labor organization, and (2) shall (A) determine the amount
187 of damages suffered by the complainant, including the actual costs
188 incurred by the complainant as a result of the discriminatory practice
189 and reason, and (B) allow reasonable attorney's fees and costs. The
190 amount of attorney's fees allowed shall not be contingent upon the
191 amount of damages requested by or awarded to the complainant.
192 Liability for back pay shall not accrue from a date more than two years
193 prior to the filing or issuance of the complaint. Interim earnings,
194 including unemployment compensation and welfare assistance or
195 amounts which could have been earned with reasonable diligence on
196 the part of the person to whom back pay is awarded shall be deducted
197 from the amount of back pay to which such person is otherwise
198 entitled. The amount of any deduction for interim unemployment
199 compensation or welfare assistance shall be paid by the respondent to
200 the commission which shall transfer such amount to the appropriate
201 state or local agency.

202 Sec. 5. Subsection (a) of section 46a-89 of the general statutes is
203 repealed and the following is substituted in lieu thereof (*Effective*
204 *October 1, 2018*):

205 (a) (1) Whenever a complaint filed pursuant to section 46a-82, as
206 amended by this act, alleges a violation of section 46a-60 or 46a-81c,
207 and the executive director believes that equitable relief is required to

208 prevent irreparable harm to the complainant or, for an alleged
209 violation of section 46a-60, as amended by this act, or 46a-81c that
210 occurred on or after October 1, 2018, that the imposition of punitive
211 damages or a civil penalty would be appropriate, the commission may
212 bring a petition in the superior court for the judicial district of
213 Hartford, the judicial district in which the discriminatory practice
214 which is the subject of the complaint occurred or the judicial district in
215 which the respondent resides, provided this subdivision shall not
216 apply to complaints against employers with less than [fifty] three
217 employees.

218 (2) The petition [shall] brought by the commission may seek (A)
219 appropriate temporary injunctive relief against the respondent
220 pending final disposition of the complaint pursuant to the procedures
221 set forth in this chapter. The injunctive relief may include an order
222 temporarily restraining the respondent from doing any act that would
223 render ineffectual any order a presiding officer may render with
224 respect to the complaint, (B) the award of punitive damages payable to
225 the complainant, not to exceed fifty thousand dollars, or (C) both of the
226 remedies provided in subparagraphs (A) and (B) of this subdivision.

227 (3) Upon service on the respondent of notice pursuant to section
228 46a-89a, the respondent shall be temporarily restrained from taking
229 any action that would render ineffectual the temporary injunctive
230 relief requested in the petition, provided nothing in this section shall
231 be construed to prevent the respondent from having any employment
232 duties enjoined under this section and section 46a-89a, from being
233 carried out by another employee and the notice shall so provide.

234 Sec. 6. Section 46a-83a of the general statutes is repealed and the
235 following is substituted in lieu thereof (*Effective October 1, 2018*):

236 [If] On or after October 1, 2018, if a complaint is dismissed for
237 failure to accept full relief pursuant to subsection (m) of section 46a-83,
238 and the complainant does not request reconsideration of such
239 dismissal as provided in subsection (h) of section 46a-83, the executive

240 director shall issue a release of jurisdiction and the complainant may,
241 [within ninety days] not later than two years after the date of receipt of
242 the release from the commission, bring an action in accordance with
243 sections 46a-100 and 46a-102 to 46a-104, inclusive, as amended by this
244 act.

245 Sec. 7. Section 46a-97 of the general statutes is repealed and the
246 following is substituted in lieu thereof (*Effective October 1, 2018*):

247 (a) Any employer, employment agency or labor organization which
248 fails to post such notices of statutory provisions as the commission
249 may require pursuant to subsection (13) of section 46a-54, as amended
250 by this act, shall be [subject to a fine of] fined not more than [two
251 hundred fifty] one thousand dollars.

252 (b) Any person who fails to post such notices of statutory provisions
253 as the commission may require pursuant to subsection (14) of section
254 46a-54, as amended by this act, shall be fined not more than [two
255 hundred fifty] one thousand dollars.

256 (c) Any employer who fails to provide information concerning the
257 illegality of sexual harassment and the remedies available to victims of
258 sexual harassment, as the commission may require pursuant to
259 subdivision (15) of section 46a-54, as amended by this act, shall be
260 fined not more than one thousand dollars.

261 Sec. 8. Subsection (e) of section 46a-101 of the general statutes is
262 repealed and the following is substituted in lieu thereof (*Effective*
263 *October 1, 2018*):

264 (e) [Any] On or after October 1, 2018, any action brought by the
265 complainant in accordance with section 46a-100 shall be brought not
266 later than [ninety days] two years after the date of the receipt of the
267 release from the commission.

268 Sec. 9. Section 46a-102 of the general statutes is repealed and the
269 following is substituted in lieu thereof (*Effective October 1, 2018*):

270 [Any] On and after October 1, 2018, any action brought in
271 accordance with section 46a-100 shall be brought [within] not later
272 than two years [of the date of filing of the complaint with] after the
273 date of the release from the commission. [, except that an action may be
274 brought within six months of October 1, 1991, with respect to an
275 alleged violation provided a complaint concerning such violation has
276 been pending with the commission for more than one year as of
277 October 1, 1991, unless the complaint has been scheduled for a
278 hearing.]

279 Sec. 10. Section 46a-104 of the general statutes is repealed and the
280 following is substituted in lieu thereof (*Effective October 1, 2018*):

281 The court may grant a complainant in an action brought in
282 accordance with section 46a-100 such legal and equitable relief which it
283 deems appropriate including, but not limited to, temporary or
284 permanent injunctive relief, punitive damages, attorney's fees and
285 court costs. The amount of attorney's fees allowed shall not be
286 contingent upon the amount of damages requested by or awarded to
287 the complainant.

288 Sec. 11. Subsection (b) of section 17a-101 of the 2018 supplement to
289 the general statutes is repealed and the following is substituted in lieu
290 thereof (*Effective October 1, 2018*):

291 (b) The following persons shall be mandated reporters: (1) Any
292 physician or surgeon licensed under the provisions of chapter 370, (2)
293 any resident physician or intern in any hospital in this state, whether
294 or not so licensed, (3) any registered nurse, (4) any licensed practical
295 nurse, (5) any medical examiner, (6) any dentist, (7) any dental
296 hygienist, (8) any psychologist, (9) any school employee, as defined in
297 section 53a-65, (10) any social worker, (11) any person who holds or is
298 issued a coaching permit by the State Board of Education, is a coach of
299 intramural or interscholastic athletics and is eighteen years of age or
300 older, (12) any individual who is employed as a coach or director of
301 youth athletics and is eighteen years of age or older, (13) any

302 individual who is employed as a coach or director of a private youth
303 sports organization, league or team and is eighteen years of age or
304 older, (14) any paid administrator, faculty, staff, athletic director,
305 athletic coach or athletic trainer employed by a public or private
306 institution of higher education who is eighteen years of age or older,
307 excluding student employees, (15) any police officer, (16) any juvenile
308 or adult probation officer, (17) any juvenile or adult parole officer, (18)
309 any member of the clergy, (19) any pharmacist, (20) any physical
310 therapist, (21) any optometrist, (22) any chiropractor, (23) any
311 podiatrist, (24) any mental health professional, (25) any physician
312 assistant, (26) any person who is a licensed or certified emergency
313 medical services provider, (27) any person who is a licensed or
314 certified alcohol and drug counselor, (28) any person who is a licensed
315 marital and family therapist, (29) any person who is a sexual assault
316 counselor or a domestic violence counselor, as defined in section 52-
317 146k, (30) any person who is a licensed professional counselor, (31) any
318 person who is a licensed foster parent, (32) any person paid to care for
319 a child in any public or private facility, child care center, group child
320 care home or family child care home licensed by the state, (33) any
321 employee of the Department of Children and Families, (34) any
322 employee of the Department of Public Health, (35) any employee of the
323 Office of Early Childhood who is responsible for the licensing of child
324 care centers, group child care homes, family child care homes or youth
325 camps, (36) any paid youth camp director or assistant director, (37) the
326 Child Advocate and any employee of the Office of the Child Advocate,
327 [and] (38) any family relations counselor, family relations counselor
328 trainee or family services supervisor employed by the Judicial
329 Department, (39) any person who is a licensed behavior analyst or
330 board certified assistant behavior analyst, and (40) any person who is
331 employed by an entity described in subdivisions (7) to (11), inclusive,
332 of subsection (b) of section 19a-77, who is eighteen years of age or
333 older.

334 Sec. 12. (NEW) (Effective July 1, 2018) (a) As used in this section:

335 (1) "Administrator" has the same meaning as provided in subsection
336 (a) of section 10-144e of the general statutes;

337 (2) "Sexual harassment" has the same meaning as provided in
338 subdivision (8) of subsection (b) of section 46a-60 of the general
339 statutes, as amended by this act; and

340 (3) "School employee" has the same meaning as provided in
341 subdivision (13) of section 53a-65 of the general statutes.

342 (b) Upon the filing of a complaint of sexual harassment by a school
343 employee against an administrator, the superintendent of schools shall
344 immediately suspend such administrator and conduct an investigation
345 of the allegations contained in such complaint. Such suspension shall
346 be with pay and shall not result in the diminution or termination of
347 benefits to such administrator.

348 Sec. 13. (NEW) (*Effective October 1, 2018*) (a) As used in this section,
349 "employer" has the same meaning as provided in section 31-58 of the
350 general statutes, and "employee" means any individual employed or
351 permitted to work by an employer.

352 (b) If an employee employed in a bona fide executive,
353 administrative or professional capacity, as defined in the regulations of
354 the federal Fair Labor Standards Act, is absent from his or her
355 employment as a result of a disciplinary suspension for violating a
356 written workplace conduct rule prohibiting harassment or workplace
357 violence, the employer may deduct from the wages of such employee
358 an amount equal to the wages that would have been paid for the
359 number of days such employee is absent.

360 (c) The Labor Commissioner may adopt regulations, in accordance
361 with the provisions of chapter 54 of the general statutes, to implement
362 the provisions of this section.

363 Sec. 14. Subsection (d) of section 54-211 of the 2018 supplement to
364 the general statutes is repealed and the following is substituted in lieu

365 thereof (*Effective October 1, 2018*):

366 (d) (1) No compensation shall be in an amount in excess of fifteen
367 thousand dollars for personal injury except that: (A) Compensation to
368 or for the benefit of a sexual assault victim or the dependents of a
369 homicide victim shall be in an amount not to exceed twenty-five
370 thousand dollars; (B) the claims of the dependents of a deceased
371 victim, as provided in section 54-208, shall be considered derivative of
372 the claim of such victim and the total compensation paid for all claims
373 arising from the death of such victim shall not exceed a maximum of
374 twenty-five thousand dollars; and (C) in cases of emotional harm only,
375 compensation for medical and mental health care shall be in an
376 amount not to exceed five thousand dollars.

377 (2) Notwithstanding the provisions of subdivision (1) of this
378 subsection, the Office of Victim Services or a victim compensation
379 commissioner may award additional compensation in an amount not
380 to exceed five thousand dollars above the maximum amounts set forth
381 in said subdivision to a personal injury victim, who is a minor at the
382 time the application for compensation or restitution services is filed,
383 when such victim has additional medical needs or mental health
384 counseling needs.

385 (3) Notwithstanding the provisions of subdivision (1) of this
386 subsection, the Office of Victim Services or a victim compensation
387 commissioner may, for good cause shown and upon a finding of
388 compelling equitable circumstances, award compensation in an
389 amount in excess of the maximum amounts set forth in said
390 subdivision.

391 Sec. 15. Section 54-193 of the general statutes is repealed and the
392 following is substituted in lieu thereof (*Effective October 1, 2018, and*
393 *applicable to any offense committed on or after October 1, 2018, and to any*
394 *offense committed prior to October 1, 2018, for which the statute of*
395 *limitations in effect at the time of the commission of the offense had not yet*
396 *expired as of October 1, 2018*):

397 (a) There shall be no limitation of time within which a person may
398 be prosecuted for (1) a capital felony under the provisions of section
399 53a-54b in effect prior to April 25, 2012, a class A felony or a violation
400 of section 53a-54d or 53a-169, a class B felony violation of section 53a-
401 70 or 53a-70a, a class D felony violation of section 53a-73a, or a
402 violation of section 53a-70b, 53a-71, 53a-72a or 53a-72b, (2) a violation
403 of section 53a-165aa or 53a-166 in which such person renders criminal
404 assistance to another person who has committed an offense set forth in
405 subdivision (1) of this subsection, (3) a violation of section 53a-156
406 committed during a proceeding that results in the conviction of
407 another person subsequently determined to be actually innocent of the
408 offense or offenses of which such other person was convicted, or (4) a
409 motor vehicle violation or offense that resulted in the death of another
410 person and involved a violation of subsection (a) of section 14-224.

411 (b) No person may be prosecuted for any offense, other than an
412 offense set forth in subsection (a) of this section, for which the
413 punishment is or may be imprisonment in excess of one year, except
414 within five years next after the offense has been committed.

415 (c) [No] (1) Except as provided in subdivision (2) of this subsection,
416 no person may be prosecuted for any offense, other than an offense set
417 forth in subsection (a) or (b) of this section, except within one year next
418 after the offense has been committed.

419 (2) No person may be prosecuted for a class A misdemeanor
420 violation of section 53a-73a, except within ten years next after the
421 offense has been committed.

422 (d) If the person against whom an indictment, information or
423 complaint for any of said offenses is brought has fled from and resided
424 out of this state during the period so limited, it may be brought against
425 such person at any time within such period, during which such person
426 resides in this state, after the commission of the offense.

427 (e) When any suit, indictment, information or complaint for any

428 crime may be brought within any other time than is limited by this
 429 section, it shall be brought within such time.

430 Sec. 16. Section 54-193a of the general statutes is repealed and the
 431 following is substituted in lieu thereof (*Effective October 1, 2018, and*
 432 *applicable to any offense committed on or after October 1, 2018, and to any*
 433 *offense committed prior to October 1, 2018, for which the statute of*
 434 *limitations in effect at the time of the commission of the offense had not yet*
 435 *expired as of October 1, 2018*):

436 Notwithstanding the provisions of section 54-193, as amended by
 437 this act, [no person may be prosecuted for any offense, except a class A
 438 felony,] there shall be no limitation of time within which a person may
 439 be prosecuted for an offense involving sexual abuse, sexual
 440 exploitation or sexual assault of a minor. [except within thirty years
 441 from the date the victim attains the age of majority or within five years
 442 from the date the victim notifies any police officer or state's attorney
 443 acting in such police officer's or state's attorney's official capacity of the
 444 commission of the offense, whichever is earlier, provided if the
 445 prosecution is for a violation of subdivision (1) of subsection (a) of
 446 section 53a-71, the victim notified such police officer or state's attorney
 447 not later than five years after the commission of the offense.]

448 Sec. 17. Section 54-193b of the general statutes is repealed. (*Effective*
 449 *October 1, 2018*)

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2018</i>	46a-54
Sec. 2	<i>October 1, 2018</i>	46a-60(b)(8)
Sec. 3	<i>October 1, 2018</i>	46a-82(f)
Sec. 4	<i>October 1, 2018</i>	46a-86(b)
Sec. 5	<i>October 1, 2018</i>	46a-89(a)
Sec. 6	<i>October 1, 2018</i>	46a-83a
Sec. 7	<i>October 1, 2018</i>	46a-97
Sec. 8	<i>October 1, 2018</i>	46a-101(e)

Sec. 9	<i>October 1, 2018</i>	46a-102
Sec. 10	<i>October 1, 2018</i>	46a-104
Sec. 11	<i>October 1, 2018</i>	17a-101(b)
Sec. 12	<i>July 1, 2018</i>	New section
Sec. 13	<i>October 1, 2018</i>	New section
Sec. 14	<i>October 1, 2018</i>	54-211(d)
Sec. 15	<i>October 1, 2018, and applicable to any offense committed on or after October 1, 2018, and to any offense committed prior to October 1, 2018, for which the statute of limitations in effect at the time of the commission of the offense had not yet expired as of October 1, 2018</i>	54-193
Sec. 16	<i>October 1, 2018, and applicable to any offense committed on or after October 1, 2018, and to any offense committed prior to October 1, 2018, for which the statute of limitations in effect at the time of the commission of the offense had not yet expired as of October 1, 2018</i>	54-193a
Sec. 17	<i>October 1, 2018</i>	Repealer section

Statement of Legislative Commissioners:

In Section 12(b), "benefits to such employee" was changed to "benefits to such administrator" for clarity.

JUD *Joint Favorable Subst.*