



General Assembly

**Substitute Bill No. 6921**

January Session, 2019



**AN ACT CONCERNING DISCRIMINATION BASED ON A PERSON'S  
CRIMINAL HISTORY.**

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

1 Section 1. Section 46a-51 of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective October 1, 2019*):

3 As used in section 4a-60a and this chapter:

4 (1) "Blind" refers to an individual whose central visual acuity does  
5 not exceed 20/200 in the better eye with correcting lenses, or whose  
6 visual acuity is greater than 20/200 but is accompanied by a limitation  
7 in the fields of vision such that the widest diameter of the visual field  
8 subtends an angle no greater than twenty degrees;

9 (2) "Commission" means the Commission on Human Rights and  
10 Opportunities created by section 46a-52;

11 (3) "Commission legal counsel" means a member of the legal staff  
12 employed by the commission pursuant to section 46a-54;

13 (4) "Commissioner" means a member of the commission;

14 (5) "Court" means the Superior Court or any judge of said court;

15 (6) "Discrimination" includes segregation and separation;

16 (7) "Discriminatory employment practice" means any discriminatory  
17 practice specified in section 46a-60, as amended by this act, or 46a-81c;

18 (8) "Discriminatory practice" means a violation of section 4a-60, 4a-  
19 60a, 4a-60g, 31-40y, 46a-58, 46a-59, as amended by this act, 46a-60, as  
20 amended by this act, 46a-64, as amended by this act, 46a-64c, as  
21 amended by this act, 46a-66, as amended by this act, 46a-68, 46a-68c to  
22 46a-68f, inclusive, or 46a-70 to 46a-78, inclusive, as amended by this  
23 act, subsection (a) of section 46a-80 or sections 46a-81b to 46a-81o,  
24 inclusive;

25 (9) "Employee" means any person employed by an employer but  
26 shall not include any individual employed by such individual's  
27 parents, spouse or child;

28 (10) "Employer" includes the state and all political subdivisions  
29 thereof and means any person or employer with three or more persons  
30 in such person's or employer's employ;

31 (11) "Employment agency" means any person undertaking with or  
32 without compensation to procure employees or opportunities to work;

33 (12) "Labor organization" means any organization which exists for  
34 the purpose, in whole or in part, of collective bargaining or of dealing  
35 with employers concerning grievances, terms or conditions of  
36 employment, or of other mutual aid or protection in connection with  
37 employment;

38 (13) "Intellectual disability" means intellectual disability as defined  
39 in section 1-1g;

40 (14) "Person" means one or more individuals, partnerships,  
41 associations, corporations, limited liability companies, legal  
42 representatives, trustees, trustees in bankruptcy, receivers and the state  
43 and all political subdivisions and agencies thereof;

44 (15) "Physically disabled" refers to any individual who has any

45 chronic physical handicap, infirmity or impairment, whether  
46 congenital or resulting from bodily injury, organic processes or  
47 changes or from illness, including, but not limited to, epilepsy,  
48 deafness or being hard of hearing or reliance on a wheelchair or other  
49 remedial appliance or device;

50 (16) "Respondent" means any person alleged in a complaint filed  
51 pursuant to section 46a-82 to have committed a discriminatory  
52 practice;

53 (17) "Discrimination on the basis of sex" includes but is not limited  
54 to discrimination related to pregnancy, child-bearing capacity,  
55 sterilization, fertility or related medical conditions;

56 (18) "Discrimination on the basis of religious creed" includes but is  
57 not limited to discrimination related to all aspects of religious  
58 observances and practice as well as belief, unless an employer  
59 demonstrates that the employer is unable to reasonably accommodate  
60 to an employee's or prospective employee's religious observance or  
61 practice without undue hardship on the conduct of the employer's  
62 business;

63 (19) "Learning disability" refers to an individual who exhibits a  
64 severe discrepancy between educational performance and measured  
65 intellectual ability and who exhibits a disorder in one or more of the  
66 basic psychological processes involved in understanding or in using  
67 language, spoken or written, which may manifest itself in a diminished  
68 ability to listen, speak, read, write, spell or to do mathematical  
69 calculations;

70 (20) "Mental disability" refers to an individual who has a record of,  
71 or is regarded as having one or more mental disorders, as defined in  
72 the most recent edition of the American Psychiatric Association's  
73 "Diagnostic and Statistical Manual of Mental Disorders"; [and]

74 (21) "Gender identity or expression" means a person's gender-  
75 related identity, appearance or behavior, whether or not that gender-

76 related identity, appearance or behavior is different from that  
77 traditionally associated with the person's physiology or assigned sex at  
78 birth, which gender-related identity can be shown by providing  
79 evidence including, but not limited to, medical history, care or  
80 treatment of the gender-related identity, consistent and uniform  
81 assertion of the gender-related identity or any other evidence that the  
82 gender-related identity is sincerely held, part of a person's core  
83 identity or not being asserted for an improper purpose; [.]

84 (22) "Veteran" means veteran as defined in subsection (a) of section  
85 27-103; and

86 (23) "Criminal matters of public record" means information obtained  
87 from the Judicial Department relating to an individual's arrests,  
88 indictments, convictions, outstanding judgments or any other  
89 conviction information, as defined in section 54-142g related to such  
90 individual.

91 Sec. 2. Subsection (b) of section 46a-60 of the general statutes is  
92 repealed and the following is substituted in lieu thereof (*Effective*  
93 *October 1, 2019*):

94 (b) It shall be a discriminatory practice in violation of this section:

95 (1) For an employer, by the employer or the employer's agent,  
96 except in the case of a bona fide occupational qualification or need, to  
97 refuse to hire or employ or to bar or to discharge from employment  
98 any individual or to discriminate against such individual in  
99 compensation or in terms, conditions or privileges of employment  
100 because of the individual's race, color, religious creed, age, sex, gender  
101 identity or expression, marital status, national origin, ancestry, present  
102 or past history of mental disability, intellectual disability, learning  
103 disability, physical disability, including, but not limited to, blindness,  
104 [or] status as a veteran or criminal matters of public record, as defined  
105 in section 46a-51, as amended by this act;

106 (2) For any employment agency, except in the case of a bona fide

107 occupational qualification or need, to fail or refuse to classify properly  
108 or refer for employment or otherwise to discriminate against any  
109 individual because of such individual's race, color, religious creed, age,  
110 sex, gender identity or expression, marital status, national origin,  
111 ancestry, present or past history of mental disability, intellectual  
112 disability, learning disability, physical disability, including, but not  
113 limited to, blindness, [or] status as a veteran or criminal matters of  
114 public record, as defined in section 46a-51, as amended by this act;

115 (3) For a labor organization, because of the race, color, religious  
116 creed, age, sex, gender identity or expression, marital status, national  
117 origin, ancestry, present or past history of mental disability,  
118 intellectual disability, learning disability, physical disability, including,  
119 but not limited to, blindness, [or] status as a veteran or criminal  
120 matters of public record, as defined in section 46a-51, as amended by  
121 this act, of any individual to exclude from full membership rights or to  
122 expel from its membership such individual or to discriminate in any  
123 way against any of its members or against any employer or any  
124 individual employed by an employer, unless such action is based on a  
125 bona fide occupational qualification;

126 (4) For any person, employer, labor organization or employment  
127 agency to discharge, expel or otherwise discriminate against any  
128 person because such person has opposed any discriminatory  
129 employment practice or because such person has filed a complaint or  
130 testified or assisted in any proceeding under section 46a-82, 46a-83 or  
131 46a-84;

132 (5) For any person, whether an employer or an employee or not, to  
133 aid, abet, incite, compel or coerce the doing of any act declared to be a  
134 discriminatory employment practice or to attempt to do so;

135 (6) For any person, employer, employment agency or labor  
136 organization, except in the case of a bona fide occupational  
137 qualification or need, to advertise employment opportunities in such a  
138 manner as to restrict such employment so as to discriminate against

139 individuals because of their race, color, religious creed, age, sex,  
140 gender identity or expression, marital status, national origin, ancestry,  
141 present or past history of mental disability, intellectual disability,  
142 learning disability, physical disability, including, but not limited to,  
143 blindness, [or] status as a veteran or criminal matters of public record,  
144 as defined in section 46a-51, as amended by this act;

145 (7) For an employer, by the employer or the employer's agent: (A)  
146 To terminate a woman's employment because of her pregnancy; (B) to  
147 refuse to grant to that employee a reasonable leave of absence for  
148 disability resulting from her pregnancy; (C) to deny to that employee,  
149 who is disabled as a result of pregnancy, any compensation to which  
150 she is entitled as a result of the accumulation of disability or leave  
151 benefits accrued pursuant to plans maintained by the employer; (D) to  
152 fail or refuse to reinstate the employee to her original job or to an  
153 equivalent position with equivalent pay and accumulated seniority,  
154 retirement, fringe benefits and other service credits upon her  
155 signifying her intent to return unless, in the case of a private employer,  
156 the employer's circumstances have so changed as to make it impossible  
157 or unreasonable to do so; (E) to limit, segregate or classify the  
158 employee in a way that would deprive her of employment  
159 opportunities due to her pregnancy; (F) to discriminate against an  
160 employee or person seeking employment on the basis of her  
161 pregnancy in the terms or conditions of her employment; (G) to fail or  
162 refuse to make a reasonable accommodation for an employee or person  
163 seeking employment due to her pregnancy, unless the employer can  
164 demonstrate that such accommodation would impose an undue  
165 hardship on such employer; (H) to deny employment opportunities to  
166 an employee or person seeking employment if such denial is due to the  
167 employee's request for a reasonable accommodation due to her  
168 pregnancy; (I) to force an employee or person seeking employment  
169 affected by pregnancy to accept a reasonable accommodation if such  
170 employee or person seeking employment (i) does not have a known  
171 limitation related to her pregnancy, or (ii) does not require a  
172 reasonable accommodation to perform the essential duties related to

173 her employment; (J) to require an employee to take a leave of absence  
174 if a reasonable accommodation can be provided in lieu of such leave;  
175 and (K) to retaliate against an employee in the terms, conditions or  
176 privileges of her employment based upon such employee's request for  
177 a reasonable accommodation;

178 (8) For an employer, by the employer or the employer's agent, for an  
179 employment agency, by itself or its agent, or for any labor  
180 organization, by itself or its agent, to harass any employee, person  
181 seeking employment or member on the basis of sex or gender identity  
182 or expression. "Sexual harassment" shall, for the purposes of this  
183 subdivision, be defined as any unwelcome sexual advances or requests  
184 for sexual favors or any conduct of a sexual nature when (A)  
185 submission to such conduct is made either explicitly or implicitly a  
186 term or condition of an individual's employment, (B) submission to or  
187 rejection of such conduct by an individual is used as the basis for  
188 employment decisions affecting such individual, or (C) such conduct  
189 has the purpose or effect of substantially interfering with an  
190 individual's work performance or creating an intimidating, hostile or  
191 offensive working environment;

192 (9) For an employer, by the employer or the employer's agent, for an  
193 employment agency, by itself or its agent, or for any labor  
194 organization, by itself or its agent, to request or require information  
195 from an employee, person seeking employment or member relating to  
196 the individual's child-bearing age or plans, pregnancy, function of the  
197 individual's reproductive system, use of birth control methods, or the  
198 individual's familial responsibilities, unless such information is  
199 directly related to a bona fide occupational qualification or need,  
200 provided an employer, through a physician may request from an  
201 employee any such information which is directly related to workplace  
202 exposure to substances which may cause birth defects or constitute a  
203 hazard to an individual's reproductive system or to a fetus if the  
204 employer first informs the employee of the hazards involved in  
205 exposure to such substances;

206 (10) For an employer, by the employer or the employer's agent, after  
207 informing an employee, pursuant to subdivision (9) of this subsection,  
208 of a workplace exposure to substances which may cause birth defects  
209 or constitute a hazard to an employee's reproductive system or to a  
210 fetus, to fail or refuse, upon the employee's request, to take reasonable  
211 measures to protect the employee from the exposure or hazard  
212 identified, or to fail or refuse to inform the employee that the measures  
213 taken may be the subject of a complaint filed under the provisions of  
214 this chapter. Nothing in this subdivision is intended to prohibit an  
215 employer from taking reasonable measures to protect an employee  
216 from exposure to such substances. For the purpose of this subdivision,  
217 "reasonable measures" shall be those measures which are consistent  
218 with business necessity and are least disruptive of the terms and  
219 conditions of the employee's employment;

220 (11) For an employer, by the employer or the employer's agent, for  
221 an employment agency, by itself or its agent, or for any labor  
222 organization, by itself or its agent: (A) To request or require genetic  
223 information from an employee, person seeking employment or  
224 member, or (B) to discharge, expel or otherwise discriminate against  
225 any person on the basis of genetic information. For the purpose of this  
226 subdivision, "genetic information" means the information about genes,  
227 gene products or inherited characteristics that may derive from an  
228 individual or a family member.

229 Sec. 3. Subsection (c) of section 8-169s of the general statutes is  
230 repealed and the following is substituted in lieu thereof (*Effective*  
231 *October 1, 2019*):

232 (c) The legislative body may, by resolution, vote to transfer the  
233 urban homesteading property with or without compensation to the  
234 applicant selected pursuant to subsection (b) of this section. Such  
235 transfer shall be made pursuant to a contract of sale and rehabilitation  
236 or construction which shall provide among other things that (1) the  
237 property transferred be rehabilitated or constructed predominantly for  
238 residential use and be brought into and maintained in conformity with



239 applicable health, housing and building code standard; (2) the  
240 rehabilitation or construction shall commence and be completed  
241 within a period of time as determined by the urban homesteading  
242 agency; (3) prior to the issuance of a certificate of occupancy by the  
243 building official no transfer of the property or any interest therein,  
244 except a transfer to a bona fide mortgagee or similar lien holder, may  
245 be made by the homesteader without the approval of the urban  
246 homesteading agency, provided any such transfer may only be made  
247 for a consideration not in excess of the cost of the property to the  
248 homesteader together with the costs of any improvements made or  
249 construction thereon by the homesteader; (4) in the sale or rental of the  
250 property, or any portion of such property, no person shall be  
251 discriminated against because of such person's race, color, religion,  
252 sex, gender identity or expression, [or] national origin or criminal  
253 matters of public record, as defined in section 46a-51, as amended by  
254 this act; and (5) representatives of the urban homesteading agency, the  
255 municipality, and where state or federal assistance is involved,  
256 representatives of the federal and state governments, shall have access  
257 to the property during normal business hours for the purpose of  
258 inspecting compliance with the provisions of this subsection.

259 Sec. 4. Section 8-265c of the general statutes is repealed and the  
260 following is substituted in lieu thereof (*Effective October 1, 2019*):

261 The authority shall require that occupancy of all housing financed  
262 or otherwise assisted under this chapter be open to all persons  
263 regardless of race, creed, color, national origin or ancestry, sex or  
264 gender identity or expression or criminal matters of public record, as  
265 defined in section 46a-51, as amended by this act, and that the  
266 contractors and subcontractors engaged in the construction or  
267 rehabilitation of such housing shall take affirmative action to provide  
268 equal opportunity for employment without discrimination as to race,  
269 creed, color, national origin or ancestry, sex, [or] gender identity or  
270 expression or criminal matters of public record, as defined in section  
271 46a-51, as amended by this act.

272 Sec. 5. Subsection (c) of section 8-294 of the general statutes is  
273 repealed and the following is substituted in lieu thereof (*Effective*  
274 *October 1, 2019*):

275 (c) The legislative body may, by resolution, vote to transfer the  
276 urban rehabilitation property with or without compensation to the  
277 person selected pursuant to subsection (b) of this section. Such transfer  
278 shall be made pursuant to a contract of sale and rehabilitation which  
279 shall provide among other things that (1) the property transferred be  
280 rehabilitated predominantly for industrial or commercial use and be  
281 brought into and maintained in conformity with applicable health,  
282 housing and building code standards; (2) that the rehabilitation shall  
283 commence and be completed within a period of time as determined by  
284 the urban rehabilitation agency; (3) prior to the issuance of a certificate  
285 of occupancy by the building official, no transfer of the property or any  
286 interest therein, except a transfer to a bona fide mortgagee or similar  
287 lien holder, may be made by the rehabilitator without the approval of  
288 the urban rehabilitation agency, provided any such transfer may only  
289 be made for a consideration not in excess of the cost of the property to  
290 the rehabilitator together with the costs of any improvements made  
291 thereon by the rehabilitator; (4) in the sale or rental of the property, or  
292 any portion of such property, no person shall be discriminated against  
293 because of such person's race, color, religion, sex, gender identity, [or]  
294 expression or national origin or criminal matters of public record, as  
295 defined in section 46a-51, as amended by this act; (5) representatives of  
296 the urban rehabilitation agency, representatives of the municipality,  
297 and if state or federal assistance is involved, representatives of the  
298 federal and state governments shall be allowed access to the property  
299 during normal business hours for the purpose of inspecting  
300 compliance with the provisions of this subsection.

301 Sec. 6. Section 8-315 of the general statutes is repealed and the  
302 following is substituted in lieu thereof (*Effective October 1, 2019*):

303 The municipality shall take all necessary steps to insure that  
304 occupancy of all housing financed or otherwise assisted pursuant to

305 this chapter be open to all persons regardless of race, creed, color,  
306 national origin or ancestry, sex, gender identity or expression, age, [or]  
307 physical disability or criminal matters of public record, as defined in  
308 section 46a-51, as amended by this act.

309 Sec. 7. Subsection (b) of section 10a-6 of the general statutes is  
310 repealed and the following is substituted in lieu thereof (*Effective*  
311 *October 1, 2019*):

312 (b) Within the limits of authorized expenditures, the policies of the  
313 state system of higher education shall be consistent with (1) the  
314 following goals: (A) To ensure that no qualified person be denied the  
315 opportunity for higher education on the basis of age, sex, gender  
316 identity or expression, ethnic background, [or] social, physical or  
317 economic condition or criminal matters of public record, as defined in  
318 section 46a-51, as amended by this act, (B) to protect academic  
319 freedom, (C) to provide opportunities for education and training  
320 related to the economic, cultural and educational development of the  
321 state, (D) to assure the fullest possible use of available resources in  
322 public and private institutions of higher education, (E) to maintain  
323 standards of quality ensuring a position of national leadership for state  
324 institutions of higher education, (F) to apply the resources of higher  
325 education to the problems of society, and (G) to foster flexibility in the  
326 policies and institutions of higher education to enable the system to  
327 respond to changes in the economy, society, technology and student  
328 interests; and (2) the goals for higher education in the state identified  
329 in section 10a-11c. Said board shall review recent studies of the need  
330 for higher education services, with special attention to those completed  
331 pursuant to legislative action, and to meet such needs shall initiate  
332 additional programs or services through one or more of the constituent  
333 units.

334 Sec. 8. Subsection (a) of section 11-24b of the general statutes is  
335 repealed and the following is substituted in lieu thereof (*Effective*  
336 *October 1, 2019*):

337 (a) Each principal public library, as defined in section 11-24a, shall  
338 be eligible to receive a state grant in accordance with the provisions of  
339 subsections (b), (c) and (d) of this section provided the following  
340 requirements are met:

341 (1) An annual statistical report which includes certification that the  
342 grant, when received, shall be used for library purposes is filed with  
343 the State Library Board in such manner as the board may require. The  
344 report shall include information concerning local library governance,  
345 hours of service, type of facilities, library policies, resources, programs  
346 and services available, measurement of levels of services provided,  
347 personnel and fiscal information concerning library receipts and  
348 expenditures;

349 (2) Documents certifying the legal establishment of the principal  
350 public library in accordance with the provisions of section 11-20 are  
351 filed with the board;

352 (3) The library is a participating library in the Connecticut program  
353 established pursuant to section 11-31b;

354 (4) Except for the fiscal years ending June 30, 2010, to June 30, 2015,  
355 inclusive, the principal public library shall not have had the amount of  
356 its annual tax levy or appropriation reduced to an amount which is  
357 less than the average amount levied or appropriated for the library for  
358 the three fiscal years immediately preceding the year of the grant,  
359 except that if the expenditures of the library in any one year in such  
360 three-year period are unusually high as compared with expenditures  
361 in the other two years, the library may request an exception to this  
362 requirement and the board, upon review of the expenditures for that  
363 year, may grant an exception;

364 (5) State grant funds shall be expended within two years of the date  
365 of receipt of such funds. If the funds are not expended in that period,  
366 the library shall submit a plan to the State Librarian for the  
367 expenditure of any unspent balance;

368 (6) Principal public libraries shall not charge individuals residing in  
369 the town in which the library is located or the town in which the  
370 contract library is located for borrowing and lending library materials,  
371 accessing information, advice and assistance and programs and  
372 services which promote literacy; and

373 (7) Principal public libraries shall provide equal access to library  
374 service for all individuals and shall not discriminate upon the basis of  
375 age, race, sex, gender identity or expression, religion, national origin,  
376 handicap, [or] place of residency in the town in which the library is  
377 located or the town in which the contract library is located or criminal  
378 matters of public record, as defined in section 46a-51, as amended by  
379 this act.

380 Sec. 9. Section 16-245r of the general statutes is repealed and the  
381 following is substituted in lieu thereof (*Effective October 1, 2019*):

382 No electric supplier, as defined in section 16-1, shall refuse to  
383 provide electric generation services to, or refuse to negotiate to provide  
384 such services to any customer because of age, race, creed, color,  
385 national origin, ancestry, sex, gender identity or expression, marital  
386 status, sexual orientation, lawful source of income, disability, [or]  
387 familial status or criminal matters of public record, as defined in  
388 section 46a-51, as amended by this act. No electric supplier shall  
389 decline to provide electric generation services to a customer for the  
390 sole reason that the customer is located in an economically distressed  
391 geographic area or the customer qualifies for hardship status under  
392 section 16-262c. No electric supplier shall terminate or refuse to  
393 reinstate electric generation services except in accordance with the  
394 provisions of this title.

395 Sec. 10. Section 16-247r of the general statutes is repealed and the  
396 following is substituted in lieu thereof (*Effective October 1, 2019*):

397 No telephone company or certified telecommunications provider, as  
398 defined in section 16-1, shall refuse to provide telecommunications

399 services to, or refuse to negotiate to provide such services to any  
400 customer because of age, race, creed, color, national origin, ancestry,  
401 sex, gender identity or expression, marital status, sexual orientation,  
402 lawful source of income, disability, [or] familial status or criminal  
403 matters of public record, as defined in section 46a-51, as amended by  
404 this act. No telephone company or certified telecommunications  
405 provider shall decline to provide telecommunications services to a  
406 customer for the sole reason that the customer is located in an  
407 economically distressed geographic area or the customer qualifies for  
408 hardship status under section 16-262c. No telephone company or  
409 certified telecommunications provider shall terminate or refuse to  
410 reinstate telecommunications services except in accordance with the  
411 provisions of this title.

412 Sec. 11. Subsection (b) of section 28-15 of the general statutes is  
413 repealed and the following is substituted in lieu thereof (*Effective*  
414 *October 1, 2019*):

415 (b) No person shall discriminate on the basis of race, color, religious  
416 creed, sex, gender identity or expression, age, national origin, ancestry,  
417 [or] economic status or criminal matters of public record, as defined in  
418 section 46a-51, as amended by this act, in carrying out any provision of  
419 this chapter or any federal major disaster or emergency assistance  
420 function in this state.

421 Sec. 12. Section 31-22p of the general statutes is repealed and the  
422 following is substituted in lieu thereof (*Effective October 1, 2019*):

423 The Labor Commissioner, with the advice and guidance of the  
424 council, shall formulate work training standards which will ensure  
425 necessary safeguards for the welfare of apprentices and a full craft  
426 experience in any skill, in order to provide equal opportunities to all,  
427 without regard to their race, color, religion, sex, gender identity or  
428 expression, age, [or] national origin or criminal matters of public  
429 record, as defined in section 46a-51, as amended by this act, and to  
430 provide training, employment and upgrading opportunities for

431 disadvantaged workers to acquire a comprehensive skilled work  
432 experience and to extend the application of such standards of skill  
433 training by inclusion thereof in apprenticeship agreements, and shall  
434 bring together representatives of management and labor for the  
435 development of training programs and terms of apprenticeship  
436 incidental thereto and cooperate with state and federal agencies  
437 similarly interested in furtherance of training requirements in keeping  
438 with established and new processes of Connecticut industries. The  
439 Labor Commissioner shall publish information relating to existing and  
440 proposed work standards of apprenticeship, hold area conferences  
441 throughout the state for the purpose of promoting interest in skilled  
442 trades training and appoint such advisory committees as may be  
443 deemed necessary to evaluate the skilled manpower requirements of  
444 Connecticut in order to cope with any new technological changes in  
445 industry.

446 Sec. 13. Subsection (e) of section 31-57e of the general statutes is  
447 repealed and the following is substituted in lieu thereof (*Effective*  
448 *October 1, 2019*):

449 (e) The Employment Rights Code referred to under this section shall  
450 include the following provisions:

451 (1) A commercial enterprise subject to tribal jurisdiction shall not,  
452 except in the case of a bona fide occupational qualification or need,  
453 refuse to hire or employ or bar or discharge from employment any  
454 individual or discriminate against him or her in compensation or in  
455 terms, conditions or privileges of employment because of the  
456 individual's race, color, religious creed, sex, gender identity or  
457 expression, marital status, national origin, ancestry, age, present or  
458 past history of mental disorder, intellectual disability, sexual  
459 orientation, learning or physical disability, political activity, union  
460 activity, [or the] criminal matters of public record, as defined in section  
461 46a-51, as amended by this act, or exercise of rights protected by the  
462 United States Constitution. This subdivision shall not be construed to  
463 restrict the right of a tribe to give preference in hiring to members of

464 the tribe.

465 (2) A commercial enterprise subject to tribal jurisdiction shall not  
466 deny any individual, including a representative of a labor  
467 organization, seeking to ensure compliance with this section, access to  
468 employees of the tribe's commercial enterprise during nonwork time in  
469 nonwork areas. The tribe shall not permit any supervisor, manager or  
470 other agent of the tribe to restrict or otherwise interfere with such  
471 access.

472 (3) When a labor organization claims that it has been designated or  
473 selected for the purposes of collective bargaining by the majority of the  
474 employees in a unit appropriate for such purposes, the labor  
475 organization may apply to an arbitrator to verify the claim pursuant to  
476 subdivision (4) of this subsection. If the arbitrator verifies that the labor  
477 organization has been designated or selected as the bargaining  
478 representative by a majority of the employees in an appropriate unit,  
479 the tribe shall, upon request, recognize the labor organization as the  
480 exclusive bargaining agent and bargain in good faith with the labor  
481 organization in an effort to reach a collective bargaining agreement.  
482 However, the arbitrator shall disallow any claim by a labor  
483 organization that is dominated or controlled by the tribe.

484 (4) (A) Any individual or organization claiming to be injured by a  
485 violation of any provision of this subsection shall have the right to seek  
486 binding arbitration under the rules of the American Arbitration  
487 Association. Such individual or organization shall file a demand for  
488 arbitration with the tribe not later than one hundred eighty days after  
489 the employee or labor organization knows or should know of the  
490 tribe's violation of any provision of this subsection. The demand shall  
491 state, in plain language, the facts giving rise to the demand.

492 (B) The demand for arbitration shall also be served upon the  
493 Connecticut office of the American Arbitration Association. Absent  
494 settlement, a hearing shall be held in accordance with the rules and  
495 procedures of the American Arbitration Association. The costs and fees



496 of the arbitrator shall be shared equally by the tribe and the labor  
497 organization.

498 (C) The decision of the arbitrator shall be final and binding on both  
499 parties and shall be subject to judicial review and enforcement against  
500 all parties in the manner prescribed by chapter 909.

501 (5) A tribe shall not retaliate against any individual who exercises  
502 any right under the Employment Rights Code. Any individual or  
503 organization claiming to be injured by a violation of the provisions of  
504 this section shall have the right to seek binding arbitration pursuant to  
505 subdivision (4) of this subsection.

506 Sec. 14. Section 32-277 of the general statutes is repealed and the  
507 following is substituted in lieu thereof (*Effective October 1, 2019*):

508 A regional corporation shall not provide any financial assistance  
509 authorized by sections 32-271 to 32-284, inclusive, unless the following  
510 conditions are met:

511 (1) The applicant has demonstrated that there is little prospect of  
512 obtaining the conventional project financing requested from either  
513 private or public sources of funding within the region, and that there is  
514 little prospect of obtaining adequate project financing from private  
515 sources of capital, or in the case of a loan guarantee, that there is little  
516 prospect of obtaining project financing without the guarantee;

517 (2) There is a reasonable prospect of repayment;

518 (3) The project is located in the region represented by the regional  
519 corporation;

520 (4) The project will comply with any applicable environmental rules  
521 or regulations;

522 (5) The applicant has certified that it will not discriminate against  
523 any employee or any applicant for employment because of race,

524 religion, color, national origin, sex, gender identity, [or] expression or  
525 age or criminal matters of public record, as defined in section 46a-51,  
526 as amended by this act;

527 (6) A staff member or a representative of the regional corporation  
528 acting in an official capacity has personally visited the project site and  
529 the applicant's place of business; and

530 (7) Financial commitments or contingent financial commitments for  
531 the project have been obtained from other public and private sources.

532 Sec. 15. Section 38a-358 of the general statutes is repealed and the  
533 following is substituted in lieu thereof (*Effective October 1, 2019*):

534 The declination, cancellation or nonrenewal of a policy for private  
535 passenger nonfleet automobile insurance is prohibited if the  
536 declination, cancellation or nonrenewal is based: (1) On the race,  
537 religion, nationality or ethnicity of the applicant or named insured; (2)  
538 solely on the lawful occupation or profession of the applicant or  
539 named insured, except that this provision shall not apply to any  
540 insurer which limits its market to one lawful occupation or profession  
541 or to several related lawful occupations or professions; (3) on the  
542 principal location of the insured motor vehicle unless such decision is  
543 for a business purpose which is not a mere pretext for unfair  
544 discrimination; (4) solely on the age, sex, gender identity or expression  
545 or marital status or criminal matters of public record, as defined in  
546 section 46a-51, as amended by this act, of an applicant or an insured  
547 except that this subdivision shall not apply to an insurer in an insurer  
548 group if one or more other insurers in the group would not decline an  
549 application for essentially similar coverage based upon such reasons;  
550 (5) on the fact that the applicant or named insured previously obtained  
551 insurance coverage through a residual market; (6) on the fact that  
552 another insurer previously declined to insure the applicant or  
553 terminated an existing policy in which the applicant was the named  
554 insured; (7) the first or second accident within the current experience  
555 period in relation to which the applicant or insured was not convicted

556 of a moving traffic violation and was not at fault; or (8) solely on  
557 information contained in an insured's or applicant's credit history or  
558 credit rating or solely on an applicant's lack of credit history. For the  
559 purposes of subdivision (8) of this section, an insurer shall not be  
560 deemed to have declined, cancelled or nonrenewed a policy if  
561 coverage is available through an affiliated insurer.

562 Sec. 16. Section 42-125a of the general statutes is repealed and the  
563 following is substituted in lieu thereof (*Effective October 1, 2019*):

564 It is the policy of the state of Connecticut to oppose restraints of  
565 trade and unfair trade practices in the form of discriminatory boycotts  
566 which are not specifically authorized by the law of the United States  
567 and which are fostered or imposed by foreign persons, foreign  
568 governments or international organizations against any domestic  
569 individual on the basis of race, color, creed, religion, sex, gender  
570 identity or expression, nationality, [or] national origin or criminal  
571 matters of public record, as defined in section 46a-51, as amended by  
572 this act. It is also the policy of the state to oppose any actions,  
573 including the formation or continuance of agreements, understandings  
574 or contractual arrangements, expressed or implied, which have the  
575 effect of furthering such discriminatory boycotts, in order that the  
576 peace, health, safety, prosperity and general welfare of all the  
577 inhabitants of the state may be protected and ensured. This chapter  
578 shall be deemed an exercise of the police power of the state for the  
579 protection of the people of this state and shall be administered and  
580 principally enforced by the Attorney General. The provisions of this  
581 chapter shall be construed liberally so as to effectuate this declaration  
582 of policy and the laws and Constitution of the United States, but  
583 nothing in this chapter shall be construed to infringe upon the right of  
584 the United States government to regulate interstate and foreign  
585 commerce.

586 Sec. 17. Subsection (c) of section 42-125b of the general statutes is  
587 repealed and the following is substituted in lieu thereof (*Effective*  
588 *October 1, 2019*):

589 (c) "Participating in a discriminatory boycott" means the entering  
590 into or performing of any agreement, understanding or contractual  
591 arrangement for economic benefit by any person with any foreign  
592 government, foreign person or international organization, which is not  
593 specifically authorized by the laws of the United States and which is  
594 required or imposed, either directly or indirectly, overtly or covertly,  
595 by the foreign government, foreign person or international  
596 organization in order to restrict, condition, prohibit or interfere with  
597 any business relationship in this state on the basis of a domestic  
598 individual's race, color, creed, religion, sex, gender identity or  
599 expression, nationality, [or] national origin or criminal matters of  
600 public record, as defined in section 46a-51, as amended by this act;  
601 provided, handling, altering or shipping goods or complying with the  
602 commercial laws of a foreign country, unless such laws require  
603 discrimination against a domestic individual on the basis of race, color,  
604 creed, religion, sex, gender identity or expression, nationality, [or]  
605 national origin or criminal matters of public record, as defined in  
606 section 46a-51, as amended by this act, shall not constitute a  
607 discriminatory boycott;

608 Sec. 18. Subsection (a) of section 46a-59 of the general statutes is  
609 repealed and the following is substituted in lieu thereof (*Effective*  
610 *October 1, 2019*):

611 (a) It shall be a discriminatory practice in violation of this section for  
612 any association, board or other organization the principal purpose of  
613 which is the furtherance of the professional or occupational interests of  
614 its members, whose profession, trade or occupation requires a state  
615 license, to refuse to accept a person as a member of such association,  
616 board or organization because of his race, national origin, creed, sex,  
617 gender identity or expression, color or status as a veteran or criminal  
618 matters of public record, as defined in section 46a-51, as amended by  
619 this act.

620 Sec. 19. Subsection (a) of section 46a-64 of the general statutes is  
621 repealed and the following is substituted in lieu thereof (*Effective*

622 October 1, 2019):

623 (a) It shall be a discriminatory practice in violation of this section: (1)  
624 To deny any person within the jurisdiction of this state full and equal  
625 accommodations in any place of public accommodation, resort or  
626 amusement because of race, creed, color, national origin, ancestry, sex,  
627 gender identity or expression, marital status, age, lawful source of  
628 income, criminal matters of public record, as defined in section 46a-51,  
629 as amended by this act, intellectual disability, mental disability,  
630 physical disability, including, but not limited to, blindness or deafness,  
631 or status as a veteran, of the applicant, subject only to the conditions  
632 and limitations established by law and applicable alike to all persons;  
633 (2) to discriminate, segregate or separate on account of race, creed,  
634 color, national origin, ancestry, sex, gender identity or expression,  
635 marital status, age, lawful source of income, criminal matters of public  
636 record, as defined in section 46a-51, as amended by this act, intellectual  
637 disability, mental disability, learning disability, physical disability,  
638 including, but not limited to, blindness or deafness, or status as a  
639 veteran; (3) for a place of public accommodation, resort or amusement  
640 to restrict or limit the right of a mother to breast-feed her child; (4) for  
641 a place of public accommodation, resort or amusement to fail or refuse  
642 to post a notice, in a conspicuous place, that any blind, deaf or mobility  
643 impaired person, accompanied by his guide dog wearing a harness or  
644 an orange-colored leash and collar, may enter such premises or  
645 facilities; or (5) to deny any blind, deaf or mobility impaired person or  
646 any person training a dog as a guide dog for a blind person or a dog to  
647 assist a deaf or mobility impaired person, accompanied by his guide  
648 dog or assistance dog, full and equal access to any place of public  
649 accommodation, resort or amusement. Any blind, deaf or mobility  
650 impaired person or any person training a dog as a guide dog for a  
651 blind person or a dog to assist a deaf or mobility impaired person may  
652 keep his guide dog or assistance dog with him at all times in such  
653 place of public accommodation, resort or amusement at no extra  
654 charge, provided the dog wears a harness or an orange-colored leash  
655 and collar and is in the direct custody of such person. The blind, deaf

656 or mobility impaired person or person training a dog as a guide dog  
657 for a blind person or a dog to assist a deaf or mobility impaired person  
658 shall be liable for any damage done to the premises or facilities by his  
659 dog. For purposes of this subdivision, "guide dog" or "assistance dog"  
660 includes a dog being trained as a guide dog or assistance dog and  
661 "person training a dog as a guide dog for a blind person or a dog to  
662 assist a deaf or mobility impaired person" means a person who is  
663 employed by and authorized to engage in designated training  
664 activities by a guide dog organization or assistance dog organization  
665 that complies with the criteria for membership in a professional  
666 association of guide dog or assistance dog schools and who carries  
667 photographic identification indicating such employment and  
668 authorization.

669 Sec. 20. Subsection (a) of section 46a-64c of the general statutes is  
670 repealed and the following is substituted in lieu thereof (*Effective*  
671 *October 1, 2019*):

672 (a) It shall be a discriminatory practice in violation of this section:

673 (1) To refuse to sell or rent after the making of a bona fide offer, or  
674 to refuse to negotiate for the sale or rental of, or otherwise make  
675 unavailable or deny, a dwelling to any person because of race, creed,  
676 color, national origin, ancestry, sex, gender identity or expression,  
677 marital status, age, lawful source of income, familial status, [or] status  
678 as a veteran or criminal matters of public record, as defined in section  
679 46a-51, as amended by this act.

680 (2) To discriminate against any person in the terms, conditions, or  
681 privileges of sale or rental of a dwelling, or in the provision of services  
682 or facilities in connection therewith, because of race, creed, color,  
683 national origin, ancestry, sex, gender identity or expression, marital  
684 status, age, lawful source of income, familial status, [or] status as a  
685 veteran or criminal matters of public record, as defined in section 46a-  
686 51, as amended by this act.

687 (3) To make, print or publish, or cause to be made, printed or  
688 published any notice, statement, or advertisement, with respect to the  
689 sale or rental of a dwelling that indicates any preference, limitation, or  
690 discrimination based on race, creed, color, national origin, ancestry,  
691 sex, gender identity or expression, marital status, age, lawful source of  
692 income, criminal matters of public record, as defined in section 46a-51,  
693 as amended by this act, familial status, learning disability, physical or  
694 mental disability or status as a veteran, or an intention to make any  
695 such preference, limitation or discrimination.

696 (4) (A) To represent to any person because of race, creed, color,  
697 national origin, ancestry, sex, gender identity or expression, marital  
698 status, age, lawful source of income, criminal matters of public record,  
699 as defined in section 46a-51, as amended by this act, familial status,  
700 learning disability, physical or mental disability or status as a veteran  
701 that any dwelling is not available for inspection, sale or rental when  
702 such dwelling is in fact so available.

703 (B) It shall be a violation of this subdivision for any person to  
704 restrict or attempt to restrict the choices of any buyer or renter to  
705 purchase or rent a dwelling (i) to an area which is substantially  
706 populated, even if less than a majority, by persons of the same  
707 protected class as the buyer or renter, (ii) while such person is  
708 authorized to offer for sale or rent another dwelling which meets the  
709 housing criteria as expressed by the buyer or renter to such person,  
710 and (iii) such other dwelling is in an area which is not substantially  
711 populated by persons of the same protected class as the buyer or  
712 renter. As used in this subdivision, "area" means municipality,  
713 neighborhood or other geographic subdivision which may include an  
714 apartment or condominium complex; and "protected class" means race,  
715 creed, color, national origin, ancestry, sex, gender identity or  
716 expression, marital status, age, lawful source of income, familial status,  
717 learning disability, physical or mental disability or status as a veteran  
718 or criminal matters of public record, as defined in section 46a-51, as  
719 amended by this act.

720 (5) For profit, to induce or attempt to induce any person to sell or  
721 rent any dwelling by representations regarding the entry or  
722 prospective entry into the neighborhood of a person or persons of a  
723 particular race, creed, color, national origin, ancestry, sex, gender  
724 identity or expression, marital status, age, lawful source of income,  
725 familial status, learning disability, physical or mental disability or  
726 status as a veteran or with certain criminal matters of public record, as  
727 defined in section 46a-51, as amended by this act.

728 (6) (A) To discriminate in the sale or rental, or to otherwise make  
729 unavailable or deny, a dwelling to any buyer or renter because of a  
730 learning disability or physical or mental disability of: (i) Such buyer or  
731 renter; (ii) a person residing in or intending to reside in such dwelling  
732 after it is so sold, rented, or made available; or (iii) any person  
733 associated with such buyer or renter.

734 (B) To discriminate against any person in the terms, conditions or  
735 privileges of sale or rental of a dwelling, or in the provision of services  
736 or facilities in connection with such dwelling, because of a learning  
737 disability or physical or mental disability of: (i) Such person; or (ii) a  
738 person residing in or intending to reside in such dwelling after it is so  
739 sold, rented, or made available; or (iii) any person associated with such  
740 person.

741 (C) For purposes of this subdivision, discrimination includes: (i) A  
742 refusal to permit, at the expense of a person with a physical or mental  
743 disability, reasonable modifications of existing premises occupied or to  
744 be occupied by such person if such modifications may be necessary to  
745 afford such person full enjoyment of the premises; except that, in the  
746 case of a rental, the landlord may, where it is reasonable to do so,  
747 condition permission for a modification on the renter agreeing to  
748 restore the interior of the premises to the condition that existed before  
749 the modification, reasonable wear and tear excepted; (ii) a refusal to  
750 make reasonable accommodations in rules, policies, practices or  
751 services, when such accommodations may be necessary to afford such  
752 person equal opportunity to use and enjoy a dwelling; (iii) in



753 connection with the design and construction of covered multifamily  
754 dwellings for the first occupancy after March 13, 1991, a failure to  
755 design and construct those dwellings in such manner that they comply  
756 with the requirements of Section 804(f) of the Fair Housing Act or the  
757 provisions of the state building code as adopted pursuant to the  
758 provisions of sections 29-269 and 29-273, whichever requires greater  
759 accommodation. "Covered multifamily dwellings" means buildings  
760 consisting of four or more units if such buildings have one or more  
761 elevators, and ground floor units in other buildings consisting of four  
762 or more units.

763 (7) For any person or other entity engaging in residential real-estate-  
764 related transactions to discriminate against any person in making  
765 available such a transaction, or in the terms or conditions of such a  
766 transaction, because of race, creed, color, national origin, ancestry, sex,  
767 gender identity or expression, marital status, age, lawful source of  
768 income, familial status, learning disability, physical or mental  
769 disability, [or] status as a veteran or criminal matters of public record,  
770 as defined in section 46a-51, as amended by this act.

771 (8) To deny any person access to or membership or participation in  
772 any multiple-listing service, real estate brokers' organization or other  
773 service, organization, or facility relating to the business of selling or  
774 renting dwellings, or to discriminate against him in the terms or  
775 conditions of such access, membership or participation, on account of  
776 race, creed, color, national origin, ancestry, sex, gender identity or  
777 expression, marital status, age, lawful source of income, familial status,  
778 learning disability, physical or mental disability, [or] status as a  
779 veteran or criminal matters of public record, as defined in section 46a-  
780 51, as amended by this act.

781 (9) To coerce, intimidate, threaten, or interfere with any person in  
782 the exercise or enjoyment of, or on account of his having exercised or  
783 enjoyed, or on account of his having aided or encouraged any other  
784 person in the exercise or enjoyment of, any right granted or protected  
785 by this section.

786 Sec. 21. Subsection (e) of section 46a-64c of the general statutes is  
787 repealed and the following is substituted in lieu thereof (*Effective*  
788 *October 1, 2019*):

789 (e) Nothing in this section prohibits a person engaged in the  
790 business of furnishing appraisals of real property to take into  
791 consideration factors other than race, creed, color, national origin,  
792 ancestry, sex, gender identity or expression, marital status, age, lawful  
793 source of income, familial status, learning disability, physical or mental  
794 disability, [or] status as a veteran or criminal matters of public record,  
795 as defined in section 46a-51, as amended by this act.

796 Sec. 22. Subsection (a) of section 46a-66 of the general statutes is  
797 repealed and the following is substituted in lieu thereof (*Effective*  
798 *October 1, 2019*):

799 (a) It shall be a discriminatory practice in violation of this section for  
800 any creditor to discriminate on the basis of sex, gender identity or  
801 expression, age, race, color, religious creed, national origin, ancestry,  
802 marital status, intellectual disability, learning disability, blindness,  
803 physical disability or status as a veteran or criminal matters of public  
804 record, as defined in section 46a-51, as amended by this act, against  
805 any person eighteen years of age or over in any credit transaction.

806 Sec. 23. Subsection (a) of section 46a-70 of the general statutes is  
807 repealed and the following is substituted in lieu thereof (*Effective*  
808 *October 1, 2019*):

809 (a) State officials and supervisory personnel shall recruit, appoint,  
810 assign, train, evaluate and promote state personnel on the basis of  
811 merit and qualifications, without regard for race, color, religious creed,  
812 sex, gender identity or expression, marital status, age, national origin,  
813 ancestry, status as a veteran, criminal matters of public record, as  
814 defined in section 46a-51, as amended by this act, intellectual  
815 disability, mental disability, learning disability or physical disability,  
816 including, but not limited to, blindness, unless it is shown by such

817 state officials or supervisory personnel that such disability prevents  
818 performance of the work involved.

819 Sec. 24. Subsection (a) of section 46a-71 of the general statutes is  
820 repealed and the following is substituted in lieu thereof (*Effective*  
821 *October 1, 2019*):

822 (a) All services of every state agency shall be performed without  
823 discrimination based upon race, color, religious creed, sex, gender  
824 identity or expression, marital status, age, national origin, ancestry,  
825 intellectual disability, mental disability, learning disability, physical  
826 disability, including, but not limited to, blindness, [or] status as a  
827 veteran or criminal matters of public record, as defined in section 46a-  
828 51, as amended by this act.

829 Sec. 25. Subsection (b) of section 46a-72 of the general statutes is  
830 repealed and the following is substituted in lieu thereof (*Effective*  
831 *October 1, 2019*):

832 (b) Any job request indicating an intention to exclude any person  
833 because of race, color, religious creed, sex, gender identity or  
834 expression, marital status, age, national origin, ancestry, status as a  
835 veteran, criminal matters of public record, as defined in section 46a-51,  
836 as amended by this act, intellectual disability, mental disability,  
837 learning disability or physical disability, including, but not limited to,  
838 blindness, shall be rejected, unless it is shown by such public or private  
839 employers that such disability prevents performance of the work  
840 involved.

841 Sec. 26. Subsection (a) of section 46a-73 of the general statutes is  
842 repealed and the following is substituted in lieu thereof (*Effective*  
843 *October 1, 2019*):

844 (a) No state department, board or agency may grant, deny or revoke  
845 the license or charter of any person on the grounds of race, color,  
846 religious creed, sex, gender identity or expression, marital status, age,  
847 national origin, ancestry, status as a veteran, criminal matters of public

848 record, as defined in section 46a-51, as amended by this act, intellectual  
849 disability, mental disability, learning disability or physical disability,  
850 including, but not limited to, blindness, unless it is shown by such  
851 state department, board or agency that such disability prevents  
852 performance of the work involved.

853 Sec. 27. Subsection (a) of section 46a-75 of the general statutes is  
854 repealed and the following is substituted in lieu thereof (*Effective*  
855 *October 1, 2019*):

856 (a) All educational, counseling, and vocational guidance programs  
857 and all apprenticeship and on-the-job training programs of state  
858 agencies, or in which state agencies participate, shall be open to all  
859 qualified persons, without regard to race, color, religious creed, sex,  
860 gender identity or expression, marital status, age, national origin,  
861 ancestry, intellectual disability, mental disability, learning disability,  
862 physical disability, including, but not limited to, blindness, [or] status  
863 as a veteran or criminal matters of public record, as defined in section  
864 46a-51, as amended by this act.

865 Sec. 28. Subsection (a) of section 46a-76 of the general statutes is  
866 repealed and the following is substituted in lieu thereof (*Effective*  
867 *October 1, 2019*):

868 (a) Race, color, religious creed, sex, gender identity or expression,  
869 marital status, age, national origin, ancestry, intellectual disability,  
870 mental disability, learning disability, physical disability, including, but  
871 not limited to, blindness, [or] status as a veteran or criminal matters of  
872 public record, as defined in section 46a-51, as amended by this act,  
873 shall not be considered as limiting factors in state-administered  
874 programs involving the distribution of funds to qualify applicants for  
875 benefits authorized by law.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2019</i>	46a-51

Sec. 2	<i>October 1, 2019</i>	46a-60(b)
Sec. 3	<i>October 1, 2019</i>	8-169s(c)
Sec. 4	<i>October 1, 2019</i>	8-265c
Sec. 5	<i>October 1, 2019</i>	8-294(c)
Sec. 6	<i>October 1, 2019</i>	8-315
Sec. 7	<i>October 1, 2019</i>	10a-6(b)
Sec. 8	<i>October 1, 2019</i>	11-24b(a)
Sec. 9	<i>October 1, 2019</i>	16-245r
Sec. 10	<i>October 1, 2019</i>	16-247r
Sec. 11	<i>October 1, 2019</i>	28-15(b)
Sec. 12	<i>October 1, 2019</i>	31-22p
Sec. 13	<i>October 1, 2019</i>	31-57e(e)
Sec. 14	<i>October 1, 2019</i>	32-277
Sec. 15	<i>October 1, 2019</i>	38a-358
Sec. 16	<i>October 1, 2019</i>	42-125a
Sec. 17	<i>October 1, 2019</i>	42-125b(c)
Sec. 18	<i>October 1, 2019</i>	46a-59(a)
Sec. 19	<i>October 1, 2019</i>	46a-64(a)
Sec. 20	<i>October 1, 2019</i>	46a-64c(a)
Sec. 21	<i>October 1, 2019</i>	46a-64c(e)
Sec. 22	<i>October 1, 2019</i>	46a-66(a)
Sec. 23	<i>October 1, 2019</i>	46a-70(a)
Sec. 24	<i>October 1, 2019</i>	46a-71(a)
Sec. 25	<i>October 1, 2019</i>	46a-72(b)
Sec. 26	<i>October 1, 2019</i>	46a-73(a)
Sec. 27	<i>October 1, 2019</i>	46a-75(a)
Sec. 28	<i>October 1, 2019</i>	46a-76(a)

**LAB**      *Joint Favorable Subst. -LCO*

**APP**      *Joint Favorable*