"AN ACT CONCERNING THE STATE BUDGET FOR THE BIENNium ENDING JUNE THIRTIETH, 2021, AND MAKING APPROPRIATIONS THEREFOR, AND IMPLEMENTING PROVISIONS OF THE BUDGET."

1. In line T469, strike "15,400,000" and substitute "11,262,000" in lieu thereof.
2. In line T469, strike "16,000,000" and substitute "11,862,000" in lieu thereof.
3. In line T470, adjust AGENCY TOTAL accordingly.
4. In line T612, adjust NET-GENERAL FUND accordingly.
5. In line T1294, strike the two instances of "9,221,035" and insert "5,221,035" in lieu thereof.
6. In line T1383, adjust TOTALS accordingly.
Strike sections 99 to 102, inclusive, in their entirety, and renumber the remaining sections and internal references accordingly.

Strike sections 232 to 235, inclusive, in their entirety, and renumber the remaining sections and internal references accordingly.

Strike sections 338 and 339 in their entirety, and substitute the following in lieu thereof:

"Sec. 338. Subsection (b) of section 12-284b of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019, and applicable to taxable years commencing on or after January 1, 2019):

(b) Each limited liability company, limited liability partnership, limited partnership and S corporation shall be liable for the tax imposed by this section for each taxable year or portion thereof that such company, partnership or corporation is an affected business entity. For taxable years commencing prior to January 1, 2013, each affected business entity shall annually, on or before the fifteenth day of the fourth month following the close of its taxable year, pay to the Commissioner of Revenue Services a tax in the amount of two hundred fifty dollars. For taxable years commencing on or after January 1, 2013, but prior to January 1, 2019, each affected business entity shall, on or before the fifteenth day of the fourth month following the close of every other taxable year, pay to the Commissioner of Revenue Services a tax in the amount of two hundred fifty dollars.

Sec. 339. Subdivision (2) of subsection (e) of section 12-217jj of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019, and applicable to taxable years commencing on or after January 1, 2019):

(2) Notwithstanding the provisions of subdivision (1) of this subsection, any entity that is not subject to tax under this chapter or chapter 207 shall not be subject to the limitations on the transfer of
credits provided in subparagraphs (B) and (C) of said subdivision (1),
provided such entity owns not less than fifty per cent, directly or
indirectly, of a business entity [subject to tax under] as defined in
section 12-284b."

Strike section 340 in its entirety, and substitute the following in lieu
thereof:

"Sec. 340. Subdivision (1) of subsection (a) of section 12-219 of the
general statutes is repealed and the following is substituted in lieu
thereof (Effective from passage):

(a) (1) Each company subject to the provisions of this part shall pay
for the privilege of carrying on or doing business within the state, the
larger of the tax, if any, imposed by section 12-214 and the tax
calculated under this subsection. The tax calculated under this section
shall be a tax of (A) three and one-tenth mills per dollar for [each
income year] income years commencing prior to January 1, 2020, (B)
two and six-tenths mills per dollar for the income year commencing on
or after January 1, 2020, and prior to January 1, 2021, (C) two mills per
dollar for the income year commencing on or after January 1, 2021, and
prior to January 1, 2022, (D) one mill per dollar for the income year
commencing on or after January 1, 2022, and prior to January 1, 2023,
and (E) zero mills per dollar for income years commencing on or after
January 1, 2023, of the amount derived [(A)] (i) by adding [(i)] (I) the
average value of the issued and outstanding capital stock, including
treasury stock at par or face value, fractional shares, scrip certificates
convertible into shares of stock and amounts received on subscriptions
to capital stock, computed on the balances at the beginning and end of
the taxable year or period, the average value of surplus and undivided
profit computed on the balances at the beginning and end of the
taxable year or period, and [(ii)] (II) the average value of all surplus
reserves computed on the balances at the beginning and end of the
taxable year or period, [(B)] (ii) by subtracting from the sum so
calculated [(i)] (I) the average value of any deficit carried on the
balance sheet computed on the balances at the beginning and end of
the taxable year or period, and [(ii)] (II) the average value of any
holdings of stock of private corporations including treasury stock
shown on the balance sheet computed on the balances at the beginning
and end of the taxable year or period, and [(C)] (iii) by apportioning
the remainder so derived between this and other states under the
provisions of section 12-219a, provided in no event shall the tax so
calculated exceed one million dollars or be less than two hundred fifty
dollars."

Strike sections 344 to 346, inclusive, and 349 in their entirety, and
renumber the remaining sections and internal references accordingly.

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

"Sec. 501. (NEW) (Effective July 1, 2019) Notwithstanding the
provisions of chapter 157 of the general statutes, no grant authorized
under said chapter shall be paid during the fiscal years ending June 30,
2020, and June 30, 2021. Notwithstanding the provisions of chapter 157
of the general statutes and section 3-69a of the general statutes, all
moneys in the Citizens' Election Fund shall be transferred from said
fund and credited to the resources of the General Fund for the fiscal
years ending June 30, 2020, and June 30, 2021.

Sec. 502. (Effective from passage) (a) For the fiscal years ending June
30, 2020, and June 30, 2021, all state employees who are not members
of a collective bargaining unit shall take three unpaid furlough days
per fiscal year.

(b) Any unpaid furlough days taken pursuant to this section shall be
treated as voluntary schedule reductions pursuant to the provisions in
effect, on the effective date of this section, of (1) section 5-248c of the
general statutes, and (2) section 5-248c-3 of the regulations of
Connecticut state agencies, and wage credit for such days shall be in
accordance with the practice in effect on the effective date of this
section.
Sec. 503. (Effective from passage) The State Contracting Standards Board shall develop a procurement plan for state contracting agencies to achieve twenty-five million dollars in savings for the fiscal year ending June 30, 2020, and sixty million dollars in savings for the fiscal year ending June 30, 2021. Not later than August 1, 2019, the State Contracting Standards Board shall submit such plan to the Governor and the Secretary of the Office of Policy and Management for implementation of such plan. The Secretary of the Office of Policy and Management may make reductions in allotments to state contracting agencies during said fiscal years to achieve such savings.

Sec. 504. (Effective July 1, 2019) The Secretary of the Office of Policy and Management may make reductions in allotments to the Department of Mental Health and Addiction Services, for the fiscal years ending June 30, 2020, and June 30, 2021, in order to achieve privatization savings in the General Fund of $2,250,000 during the fiscal year ending June 30, 2020, and $4,250,000 during the fiscal year ending June 30, 2021.

Sec. 505. (Effective from passage) The Department of Administrative Services shall develop and implement a plan to provide the personnel, payroll, affirmative action and business office functions under section 60 of public act 05-251 to additional state agencies, to achieve five million dollars in savings for the fiscal year ending June 30, 2020, and ten million dollars in savings for the fiscal year ending June 30, 2021.

Sec. 506. Subsection (i) of section 31-58 of the general statutes, as amended by section 1 of public act 19-4, is repealed and the following is substituted in lieu thereof (Effective October 1, 2019):

(i) "Minimum fair wage" in any industry or occupation in this state means:

(1) A wage of not less than six dollars and seventy cents per hour, and effective January 1, 2003, not less than six dollars and ninety cents per hour, and effective January 1, 2004, not less than seven dollars and ten cents per hour, and effective January 1, 2006, not less than seven
dollars and forty cents per hour, and effective January 1, 2007, not less than seven dollars and sixty-five cents per hour, and effective January 1, 2009, not less than eight dollars per hour, and effective January 1, 2010, not less than eight dollars and twenty-five cents per hour, and effective January 1, 2014, not less than eight dollars and seventy cents per hour, and effective January 1, 2015, not less than nine dollars and fifteen cents per hour, and effective January 1, 2016, not less than nine dollars and sixty cents per hour, and effective January 1, 2017, not less than ten dollars and ten cents per hour, and effective October 1, 2019, not less than eleven dollars per hour, and effective September 1, 2020, not less than twelve dollars per hour, and effective August 1, 2021, not less than thirteen dollars per hour, and effective July 1, 2022, not less than fourteen dollars per hour, and effective June 1, 2023, not less than fifteen dollars per hour. On October 15, 2023, and on each October fifteenth thereafter, the Labor Commissioner shall announce the adjustment in the minimum fair wage which shall become the new minimum fair wage and shall be effective on January first immediately following. [On January 1, 2024, and not later than each January first thereafter, the minimum fair wage shall be adjusted by the percentage change in the employment cost index, or its successor index, for wages and salaries for all civilian workers, as calculated by the United States Department of Labor, over the twelve-month period ending on June thirtieth of the preceding year, rounded to the nearest whole cent.]

(2) In no event shall the minimum fair wage be less than the amount established under subdivision (1) of this subsection, or one-half of one per cent rounded to the nearest whole cent more than the highest federal minimum wage, whichever is greater, except as may otherwise be established in accordance with the provisions of this part.

(3) All wage orders in effect on October 1, 1971, wherein a lower minimum fair wage has been established, are amended to provide for the payment of the minimum fair wage herein established except as hereinafter provided.

(4) Whenever the highest federal minimum wage is increased, the
minimum fair wage established under this part shall be increased to the amount of said federal minimum wage plus one-half of one per cent more than said federal rate, rounded to the nearest whole cent, effective on the same date as the increase in the highest federal minimum wage, and shall apply to all wage orders and administrative regulations then in force.

(5) The rates for all persons under the age of eighteen years, except emancipated minors, shall be not less than eighty-five per cent of the minimum fair wage for the first ninety days of such employment, or ten dollars and ten cents per hour, whichever is greater, and shall be equal to the minimum fair wage thereafter, except in institutional training programs specifically exempted by the commissioner.

(6) After two consecutive quarters of negative growth in the state's real gross domestic product, as reported by the Bureau of Economic Analysis of the United States Department of Commerce, the Labor Commissioner shall report his or her recommendations, in writing, to the Governor regarding whether any scheduled increases in the minimum fair wage pursuant to this section should be suspended. Upon receiving the report, the Governor may submit his or her recommendations regarding the suspension of such minimum fair wage increases to the General Assembly.

Sec. 507. Subdivision (12) of section 1-79 of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):

(12) "Quasi-public agency" means Connecticut Innovations, Incorporated, the Connecticut Health and Education Facilities Authority, the Connecticut Higher Education Supplemental Loan Authority, the Connecticut Student Loan Foundation, the Connecticut Housing Finance Authority, the State Housing Authority, the Materials Innovation and Recycling Authority, the Capital Region Development Authority, the Connecticut Lottery Corporation, the Connecticut Airport Authority, the Connecticut Health Insurance Exchange, the
Connecticut Green Bank, [the Connecticut Retirement Security Authority,] the Connecticut Port Authority and the State Education Resource Center.

Sec. 508. Subdivision (1) of section 1-120 of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):

(1) "Quasi-public agency" means Connecticut Innovations, Incorporated, the Connecticut Health and Educational Facilities Authority, the Connecticut Higher Education Supplemental Loan Authority, the Connecticut Student Loan Foundation, the Connecticut Housing Finance Authority, the Connecticut Housing Authority, the Materials Innovation and Recycling Authority, the Capital Region Development Authority, the Connecticut Lottery Corporation, the Connecticut Airport Authority, the Connecticut Health Insurance Exchange, the Connecticut Green Bank, [the Connecticut Retirement Security Authority,] the Connecticut Port Authority and the State Education Resource Center.

Sec. 509. Section 1-124 of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):

(a) Connecticut Innovations, Incorporated, the Connecticut Health and Educational Facilities Authority, the Connecticut Higher Education Supplemental Loan Authority, the Connecticut Student Loan Foundation, the Connecticut Housing Finance Authority, the Connecticut Housing Authority, the Materials Innovation and Recycling Authority, the Connecticut Airport Authority, the Capital Region Development Authority, the Connecticut Health Insurance Exchange, the Connecticut Green Bank, [the Connecticut Retirement Security Authority,] the Connecticut Port Authority and the State Education Resource Center shall not borrow any money or issue any bonds or notes which are guaranteed by the state of Connecticut or for which there is a capital reserve fund of any kind which is in any way contributed to or guaranteed by the state of Connecticut until and
unless such borrowing or issuance is approved by the State Treasurer
or the Deputy State Treasurer appointed pursuant to section 3-12. The
approval of the State Treasurer or said deputy shall be based on
documentation provided by the authority that it has sufficient
revenues to (1) pay the principal of and interest on the bonds and notes
issued, (2) establish, increase and maintain any reserves deemed by the
authority to be advisable to secure the payment of the principal of and
interest on such bonds and notes, (3) pay the cost of maintaining,
servicing and properly insuring the purpose for which the proceeds of
the bonds and notes have been issued, if applicable, and (4) pay such
other costs as may be required.

(b) To the extent Connecticut Innovations, Incorporated, the
Connecticut Higher Education Supplemental Loan Authority, the
Connecticut Student Loan Foundation, the Connecticut Housing
Finance Authority, the Connecticut Housing Authority, the Materials
Innovation and Recycling Authority, the Connecticut Health and
Educational Facilities Authority, the Connecticut Airport Authority,
the Capital Region Development Authority, the Connecticut Health
Insurance Exchange, the Connecticut Green Bank, [the Connecticut
Retirement Security Authority,] the Connecticut Port Authority or the
State Education Resource Center is permitted by statute and
determines to exercise any power to moderate interest rate fluctuations
or enter into any investment or program of investment or contract
respecting interest rates, currency, cash flow or other similar
agreement, including, but not limited to, interest rate or currency swap
agreements, the effect of which is to subject a capital reserve fund
which is in any way contributed to or guaranteed by the state of
Connecticut, to potential liability, such determination shall not be
effective until and unless the State Treasurer or his or her deputy
appointed pursuant to section 3-12 has approved such agreement or
agreements. The approval of the State Treasurer or his or her deputy
shall be based on documentation provided by the authority that it has
sufficient revenues to meet the financial obligations associated with the
agreement or agreements.
Sec. 510. Section 1-125 of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):

The directors, officers and employees of Connecticut Innovations, Incorporated, the Connecticut Higher Education Supplemental Loan Authority, the Connecticut Student Loan Foundation, the Connecticut Housing Finance Authority, the Connecticut Housing Authority, the Materials Innovation and Recycling Authority, including ad hoc members of the Materials Innovation and Recycling Authority, the Connecticut Health and Educational Facilities Authority, the Capital Region Development Authority, the Connecticut Airport Authority, the Connecticut Lottery Corporation, the Connecticut Health Insurance Exchange, the Connecticut Green Bank, [the Connecticut Retirement Security Authority,] the Connecticut Port Authority and the State Education Resource Center and any person executing the bonds or notes of the agency shall not be liable personally on such bonds or notes or be subject to any personal liability or accountability by reason of the issuance thereof, nor shall any director or employee of the agency, including ad hoc members of the Materials Innovation and Recycling Authority, be personally liable for damage or injury, not wanton, reckless, wilful or malicious, caused in the performance of his or her duties and within the scope of his or her employment or appointment as such director, officer or employee, including ad hoc members of the Materials Innovation and Recycling Authority. The agency shall protect, save harmless and indemnify its directors, officers or employees, including ad hoc members of the Materials Innovation and Recycling Authority, from financial loss and expense, including legal fees and costs, if any, arising out of any claim, demand, suit or judgment by reason of alleged negligence or alleged deprivation of any person's civil rights or any other act or omission resulting in damage or injury, if the director, officer or employee, including ad hoc members of the Materials Innovation and Recycling Authority, is found to have been acting in the discharge of his or her duties or within the scope of his or her employment and such act or omission is found not to have been wanton, reckless, wilful or
malicious.

Sec. 511. Section 31-71e of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):

No employer may withhold or divert any portion of an employee's wages unless (1) the employer is required or empowered to do so by state or federal law, or (2) the employer has written authorization from the employee for deductions on a form approved by the commissioner, or (3) the deductions are authorized by the employee, in writing, for medical, surgical or hospital care or service, without financial benefit to the employer and recorded in the employer's wage record book, or (4) the deductions are for contributions attributable to automatic enrollment, as defined in section 31-71j, in a retirement plan described in Section 401(k), 403(b), 408, 408A or 457 of the Internal Revenue Code of 1986, or any subsequent corresponding internal revenue code of the United States, as from time to time amended, established by the employer, [or in the Connecticut Retirement Security Exchange established pursuant to section 31-418,] or (5) the employer is required under the law of another state to withhold income tax of such other state with respect to (A) employees performing services of the employer in such other state, or (B) employees residing in such other state.

Sec. 512. Section 31-71j of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):

(a) As used in this section: (1) "Automatic enrollment" means a plan provision in an employee retirement plan described in Section 401(k) or 403(b) of the Internal Revenue Code of 1986, or any subsequent corresponding internal revenue code of the United States, as from time to time amended, or a governmental deferred compensation plan described in Section 457 of said Internal Revenue Code, or a payroll deduction Individual Retirement Account plan described in Section 408 or 408A of said Internal Revenue Code, [or the Connecticut Retirement Security Exchange established pursuant to section 31-418,]
under which an employee is treated as having elected to have the 
employer make a specified contribution to the plan equal to a 
percentage of compensation specified in the plan until such employee 
affirmatively elects to not have such contribution made or elects to 
make a contribution in another amount; and (2) "automatic 
contribution arrangement" means an arrangement under an automatic 
enrollment plan under which, in the absence of an investment election 
by the participating employee, contributions made under such plan are 
invested in accordance with regulations prescribed by the United 
States Secretary of Labor under Section 404(c)(5) of the Employee 
Retirement Income Security Act of 1974, as amended from time to 
time.

(b) Any employer who provides automatic enrollment shall be 
relieved of liability for the investment decisions made by the employer 
[or the Connecticut Retirement Security Authority pursuant to section 
31-423] on behalf of any participating employee under an automatic 
contribution arrangement, provided:

(1) The plan allows the participating employee at least quarterly 
opportunities to select investments for the employee's contributions 
between investment alternatives available under the plan;

(2) The employee is given notice of the investment decisions that 
will be made in the absence of the employee's direction, a description 
of all the investment alternatives available under the plan and a brief 
description of procedures available for the employee to change 
investments; and

(3) The employee is given at least annual notice of the actual 
investments made on behalf of the employee under such automatic 
contribution arrangement.

(c) Nothing in this section shall modify any existing responsibility of 
employers or other plan officials for the selection of investment funds 
for participating employees.
(d) The relief from liability of the employer under this section shall extend to any other plan official who actually makes the investment decisions on behalf of participating employees under an automatic contribution arrangement.

Sec. 513. (NEW) (Effective from passage) The Insurance Commissioner shall adopt regulations, on or before July 1, 2020, in accordance with the provisions of chapter 54 of the general statutes, to establish and implement standards for individual and group short-term disability and family leave income protection coverage for employees. Any such regulations shall prohibit pregnancy from being considered a preexisting condition.

Sec. 514. (NEW) (Effective from passage) The Insurance Commissioner shall adopt regulations, on or before July 1, 2020, in accordance with the provisions of chapter 54 of the general statutes, to allow for and facilitate the ability of Connecticut employers and Connecticut residents to purchase short-term disability insurance and family leave income protection insurance offered in or by other states. After the enactment of legislation by a state legislature of another state that permits residents of other states who work outside the state to participate in that state's paid family leave program, the Insurance Commissioner shall negotiate with the appropriate agency or agencies of such states to enter into an agreement to allow employers and residents of Connecticut to participate in such programs.

Sec. 515. (NEW) (Effective from passage) Upon written request by the employee, an employer may withhold from an employee's wages an amount to purchase in whole or in part individual or group short-term disability and family leave income protection coverage for employees.

Sec. 516. Section 31-51kk of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2020):

As used in sections 31-51kk to 31-51qq, inclusive:

(1) "Eligible employee" means an employee who has been employed
(A) for at least twelve months by the employer with respect to whom
leave is requested; and (B) for at least one thousand hours of service
with such employer during the twelve-month period preceding the
first day of the leave;

(2) "Employ" includes to allow or permit to work;

(3) "Employee" means any person engaged in service to an employer
in the business of the employer;

(4) "Employer" means a person engaged in any activity, enterprise
or business who employs seventy-five or more employees, and
includes any person who acts, directly or indirectly, in the interest of
an employer to any of the employees of such employer and any
successor in interest of an employer, but shall not include the state, a
municipality, a local or regional board of education, or a private or
parochial elementary or secondary school. The number of employees
of an employer shall be determined on October first annually;

(5) "Employment benefits" means all benefits provided or made
available to employees by an employer, including group life insurance,
health insurance, disability insurance, sick leave, annual leave,
educational benefits and pensions, regardless of whether such benefits
are provided by practice or written policy of an employer or through
an "employee benefit plan", as defined in Section 1002(3) of Title 29 of
the United States Code;

(6) "Grandchild" means a grandchild related to a person by (A)
blood, (B) marriage, (C) adoption by a child of the grandparent, or (D)
foster care by a child of the grandparent;

(7) "Grandparent" means a grandparent related to a person by (A)
blood, (B) marriage, (C) adoption of a minor child by a child of the
grandparent, or (D) foster care by a child of the grandparent;

[(6)] (8) "Health care provider" means (A) a doctor of medicine or
osteopathy who is authorized to practice medicine or surgery by the
state in which the doctor practices; (B) a podiatrist, dentist, psychologist, optometrist or chiropractor authorized to practice by the state in which such person practices and performs within the scope of the authorized practice; (C) an advanced practice registered nurse, nurse practitioner, nurse midwife or clinical social worker authorized to practice by the state in which such person practices and performs within the scope of the authorized practice; (D) Christian Science practitioners listed with the First Church of Christ, Scientist in Boston, Massachusetts; (E) any health care provider from whom an employer or a group health plan's benefits manager will accept certification of the existence of a serious health condition to substantiate a claim for benefits; (F) a health care provider as defined in subparagraphs (A) to (E), inclusive, of this subdivision who practices in a country other than the United States, who is licensed to practice in accordance with the laws and regulations of that country; or (G) such other health care provider as the Labor Commissioner determines, performing within the scope of the authorized practice. The commissioner may utilize any determinations made pursuant to chapter 568;

[(7)] (9) "Parent" means a biological parent, foster parent, adoptive parent, stepparent, parent-in-law or legal guardian of an eligible employee or an eligible employee's spouse, or an individual who stood in loco parentis to an employee when the employee was a son or daughter;

[(8)] (10) "Person" means one or more individuals, partnerships, associations, corporations, business trusts, legal representatives or organized groups of persons;

[(9)] (11) "Reduced leave schedule" means a leave schedule that reduces the usual number of hours per workweek, or hours per workday, of an employee;

[(10)] (12) "Serious health condition" means an illness, injury, impairment, or physical or mental condition that involves (A) inpatient care in a hospital, hospice, nursing home or residential medical care
facility; or (B) continuing treatment, including outpatient treatment, by a health care provider;

(13) "Sibling" means a brother or sister related to a person by (A) blood, (B) marriage, (C) adoption by a parent of the person, or (D) foster care placement;

[(11)] (14) "Son or daughter" means a biological, adopted or foster child, stepchild, legal ward, or, in the alternative, a child of a person standing in loco parentis, who is (A) under eighteen years of age; or (B) eighteen years of age or older and incapable of self-care because of a mental or physical disability; and

[(12)] (15) "Spouse" means a [husband or wife, as the case may be] person to whom one is legally married or a person to whom one maintains a spousal like relationship including, but not limited to, cohabitation.

Sec. 517. Section 31-51ll of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2020):

(a) (1) Subject to section 31-51mm, an eligible employee shall be entitled to a total of sixteen workweeks of leave during any twenty-four-month period, such twenty-four-month period to be determined utilizing any one of the following methods: (A) Consecutive calendar years; (B) any fixed twenty-four-month period, such as two consecutive fiscal years or a twenty-four-month period measured forward from an employee's first date of employment; (C) a twenty-four-month period measured forward from an employee's first day of leave taken under sections 31-51kk to 31-51qq, inclusive; or (D) a rolling twenty-four-month period measured backward from an employee's first day of leave taken under sections 31-51kk to 31-51qq, inclusive.

(2) Leave under this subsection may be taken for one or more of the following reasons:
(A) Upon the birth of a son or daughter of the employee;

(B) Upon the placement of a son or daughter with the employee for adoption or foster care;

(C) In order to care for the spouse, [or a son,] sibling, son or daughter, [or] grandparent, grandchild, parent of the employee, if such spouse, [son,] sibling, son or daughter, [or] grandparent, grandchild, parent has a serious health condition;

(D) Because of a serious health condition of the employee;

(E) In order to serve as an organ or bone marrow donor; or

(F) Because of any qualifying exigency, as determined in regulations adopted by the United States Secretary of Labor, arising out of the fact that the spouse, son, daughter or parent of the employee is on active duty, or has been notified of an impending call or order to active duty, in the armed forces, as defined in subsection (a) of section 27-103.

(b) Entitlement to leave under subparagraph (A) or (B) of subdivision (2) of subsection (a) of this section may accrue prior to the birth or placement of a son or daughter when such leave is required because of such impending birth or placement.

(c) (1) Leave under subparagraph (A) or (B) of subdivision (2) of subsection (a) of this section for the birth or placement of a son or daughter may not be taken by an employee intermittently or on a reduced leave schedule unless the employee and the employer agree otherwise. Subject to subdivision (2) of this subsection concerning an alternative position, subdivision (2) of subsection (f) of this section concerning the duties of the employee and subdivision (5) of subsection (b) of section 31-51mm concerning sufficient certification, leave under subparagraph (C) or (D) of subdivision (2) of subsection (a) or under subsection (i) of this section for a serious health condition may be taken intermittently or on a reduced leave schedule when medically necessary. The taking of leave intermittently or on a reduced
leave schedule pursuant to this subsection shall not result in a
reduction of the total amount of leave to which the employee is
entitled under subsection (a) of this section beyond the amount of
leave actually taken.

(2) If an employee requests intermittent leave or leave on a reduced
leave schedule under subparagraph (C), (D) or (E) of subdivision (2) of
subsection (a) or under subsection (i) of this section that is foreseeable
based on planned medical treatment, the employer may require the
employee to transfer temporarily to an available alternative position
offered by the employer for which the employee is qualified and that
(A) has equivalent pay and benefits, and (B) better accommodates
recurring periods of leave than the regular employment position of the
employee, provided the exercise of this authority shall not conflict
with any provision of a collective bargaining agreement between such
employer and a labor organization which is the collective bargaining
representative of the unit of which the employee is a part.

(d) Except as provided in subsection (e) of this section, leave
granted under subsection (a) of this section may consist of unpaid
leave.

(e) (1) If an employer provides paid leave for fewer than sixteen
workweeks, the additional weeks of leave necessary to attain the
sixteen workweeks of leave required under sections 5-248a and 31-
51kk to 31-51qq, inclusive, may be provided without compensation.

(2) (A) An eligible employee may elect, or an employer may require
the employee, to substitute any of the accrued paid vacation leave,
personal leave or family leave of the employee for leave provided
under subparagraph (A), (B) or (C) of subdivision (2) of subsection (a)
of this section for any part of the sixteen-week period of such leave
under said subsection or under subsection (i) of this section for any
part of the twenty-six-week period of such leave.

(B) An eligible employee may elect, or an employer may require the
employee, to substitute any of the accrued paid vacation leave,
personal leave, or medical or sick leave of the employee for leave provided under subparagraph (C), (D) or (E) of subdivision (2) of subsection (a) of this section for any part of the sixteen-week period of such leave under said subsection or under subsection (i) of this section for any part of the twenty-six-week period of leave, except that nothing in section 5-248a or sections 31-51kk to 31-51qq, inclusive, shall require an employer to provide paid sick leave or paid medical leave in any situation in which such employer would not normally provide any such paid leave.

(f) (1) In any case in which the necessity for leave under subparagraph (A) or (B) of subdivision (2) of subsection (a) of this section is foreseeable based on an expected birth or placement of a son or daughter, the employee shall provide the employer with not less than thirty days' notice, before the date of the leave is to begin, of the employee's intention to take leave under said subparagraph (A) or (B), except that if the date of the birth or placement of a son or daughter requires leave to begin in less than thirty days, the employee shall provide such notice as is practicable.

(2) In any case in which the necessity for leave under subparagraph (C), (D) or (E) of subdivision (2) of subsection (a) or under subsection (i) of this section is foreseeable based on planned medical treatment, the employee (A) shall make a reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the employer, subject to the approval of the health care provider of the employee or the health care provider of the spouse, sibling, son, spouse or grandparent, grandchild, parent of the employee, as appropriate; and (B) shall provide the employer with not less than thirty days' notice, before the date the leave is to begin, of the employee's intention to take leave under said subparagraph (C), (D) or (E) or said subsection (i), except that if the date of the treatment requires leave to begin in less than thirty days, the employee shall provide such notice as is practicable.

(g) In any case in which [a husband and wife] two spouses entitled
to leave under subsection (a) of this section are employed by the same employer, the aggregate number of workweeks of leave to which both may be entitled may be limited to sixteen workweeks during any twenty-four-month period, if such leave is taken: (1) Under subparagraph (A) or (B) of subdivision (2) of subsection (a) of this section; or (2) to care for a sick sibling, son or daughter, grandparent, grandchild, parent under subparagraph (C) of said subdivision. In any case in which two spouses entitled to leave under subsection (i) of this section are employed by the same employer, the aggregate number of workweeks of leave to which both may be entitled may be limited to twenty-six workweeks during any twelve-month period.

(h) Unpaid leave taken pursuant to sections 5-248a and 31-51kk to 31-51qq, inclusive, shall not be construed to affect an employee's qualification for exemption under chapter 558.

(i) Subject to section 31-51mm, an eligible employee who is the spouse, son or daughter, parent or next of kin of a current member of the armed forces, as defined in section 27-103, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status or is on the temporary disability retired list for a serious injury or illness incurred in the line of duty shall be entitled to a one-time benefit of twenty-six workweeks of leave during any twelve-month period for each armed forces member per serious injury or illness incurred in the line of duty. Such twelve-month period shall commence on an employee's first day of leave taken to care for a covered armed forces member and end on the date twelve months after such first day of leave. For the purposes of this subsection, (1) "next of kin" means the armed forces member's nearest blood relative, other than the covered armed forces member's spouse, parent, son or daughter, in the following order of priority: Blood relatives who have been granted legal custody of the armed forces member by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered armed forces member has specifically designated in writing another blood relative.
as his or her nearest blood relative for purposes of military caregiver
leave, in which case the designated individual shall be deemed to be
the covered armed forces member's next of kin; and (2) "son or
daughter" means a biological, adopted or foster child, stepchild, legal
ward or child for whom the eligible employee or armed forces member
stood in loco parentis and who is any age.

(j) Leave taken pursuant to sections 31-51kk to 31-51qq, inclusive,
shall not run concurrently with the provisions of section 31-313.

(k) Notwithstanding the provisions of sections 5-248a and 31-51kk
to 31-51qq, inclusive, all further rights granted by federal law shall
remain in effect.

Sec. 518. Section 31-51mm of the general statutes is repealed and the
following is substituted in lieu thereof (Effective July 1, 2021):

(a) An employer may require that request for leave based on a
serious health condition in subparagraph (C) or (D) of subdivision (2)
of subsection (a) of section 31-51ll, or leave based on subsection (i) of
section 31-51ll, be supported by a certification issued by the health care
provider of the eligible employee or of the spouse, sibling, son [ ] or
daughter, [spouse] grandparent, grandchild, parent, [or] next of kin of
the employee, as appropriate. The employee shall provide, in a timely
manner, a copy of such certification to the employer.

(b) Certification provided under subsection (a) of this section shall
be sufficient if it states:

(1) The date on which the serious health condition commenced;

(2) The probable duration of the condition;

(3) The appropriate medical facts within the knowledge of the
health care provider regarding the condition;

(4) (A) For purposes of leave under subparagraph (C) of subdivision
(2) of subsection (a) of section 31-51ll, a statement that the eligible
employee is needed to care for the spouse, sibling, son [or] daughter,
[spouse or] grandparent, grandchild, parent and an estimate of the
amount of time that such employee needs to care for the spouse,
sibling, son [or] daughter, [spouse or] grandparent, grandchild,
parent; and (B) for purposes of leave under subparagraph (D) of
subdivision (2) of subsection (a) of section 31-51ll, a statement that the
employee is unable to perform the functions of the position of the
employee;

(5) In the case of certification for intermittent leave or leave on a
reduced leave schedule for planned medical treatment, the dates on
which such treatment is expected to be given and the duration of such
treatment;

(6) In the case of certification for intermittent leave or leave on a
reduced leave schedule under subparagraph (D) of subdivision (2) of
subsection (a) of section 31-51ll, a statement of the medical necessity of
the intermittent leave or leave on a reduced leave schedule, and the
expected duration of the intermittent leave or reduced leave schedule;

(7) In the case of certification for intermittent leave or leave on a
reduced leave schedule under subparagraph (C) of subdivision (2) of
subsection (a) of section 31-51ll, a statement that the employee's
intermittent leave or leave on a reduced leave schedule is necessary for
the care of the spouse, sibling, son [or] daughter, grandparent,
grandchild or parent [or spouse] who has a serious health condition, or
will assist in their recovery, and the expected duration and schedule of
the intermittent leave or reduced leave schedule; and

(8) In the case of certification for intermittent leave or leave on a
reduced leave schedule under subsection (i) of section 31-51ll, a
statement that the employee's intermittent leave or leave on a reduced
leave schedule is necessary for the care of the spouse, son or daughter,
parent or next of kin who is a current member of the armed forces, as
defined in section 27-103, who is undergoing medical treatment,
recuperation or therapy, is otherwise in outpatient status or is on the
temporary disability retired list, for a serious injury or illness incurred in the line of duty, and the expected duration and schedule of the intermittent leave or reduced leave schedule. For the purposes of this subsection, "son or daughter" and "next of kin" have the same meanings as provided in subsection (i) of section 31-51ll.

(c) (1) In any case in which the employer has reason to doubt the validity of the certification provided under subsection (a) of this section for leave under subparagraph (C) or (D) of subdivision (2) of subsection (a) or under subsection (i) of section 31-51ll, the employer may require, at the expense of the employer, that the eligible employee obtain the opinion of a second health care provider designated or approved by the employer concerning any information certified under subsection (b) of this section for such leave.

(2) A health care provider designated or approved under subdivision (1) of this subsection shall not be employed on a regular basis by the employer.

(d) (1) In any case in which the second opinion described in subsection (c) of this section differs from the opinion in the original certification provided under subsection (a) of this section, the employer may require, at the expense of the employer, that the employee obtain the opinion of a third health care provider designated or approved jointly by the employer and the employee concerning the information certified under subsection (b) of this section.

(2) The opinion of the third health care provider concerning the information certified under subsection (b) of this section shall be considered to be final and shall be binding on the employer and the employee.

(e) The employer may require that the eligible employee obtain subsequent recertifications on a reasonable basis, provided the standards for determining what constitutes a reasonable basis for recertification may be governed by a collective bargaining agreement between such employer and a labor organization which is the
collective bargaining representative of the unit of which the worker is a part if such a collective bargaining agreement is in effect. Unless otherwise required by the employee's health care provider, the employer may not require recertification more than once during a thirty-day period and, in any case, may not unreasonably require recertification. The employer shall pay for any recertification that is not covered by the employee's health insurance.

Sec. 519. Section 31-51pp of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2021):

(a) (1) It shall be a violation of sections 5-248a and 31-51kk to 31-51qq, inclusive, for any employer to interfere with, restrain or deny the exercise of, or the attempt to exercise, any right provided under said sections.

(2) It shall be a violation of sections 5-248a and 31-51kk to 31-51qq, inclusive, for any employer to discharge or cause to be discharged, or in any other manner discriminate, against any individual for opposing any practice made unlawful by said sections or because such employee has exercised the rights afforded to such employee under said sections.

(b) It shall be a violation of sections 5-248a and 31-51kk to 31-51qq, inclusive, for any person to discharge or cause to be discharged, or in any other manner discriminate, against any individual because such individual:

(1) Has filed any charge, or has instituted or caused to be instituted any proceeding, under or related to sections 5-248a and 31-51kk to 31-51qq, inclusive;

(2) Has given, or is about to give, any information in connection with any inquiry or proceeding relating to any right provided under said sections; or

(3) Has testified, or is about to testify, in any inquiry or proceeding relating to any right provided under said sections.
(c) (1) It shall be a violation of sections 31-51kk to 31-51qq, inclusive, for any employer to deny an employee the right to use up to two weeks of accumulated sick leave or to discharge, threaten to discharge, demote, suspend or in any manner discriminate against an employee for using, or attempting to exercise the right to use, up to two weeks of accumulated sick leave to attend to a serious health condition of a spouse, sibling, son or daughter, [spouse or] grandparent, grandchild, parent of the employee, or for the birth or adoption of a son or daughter of the employee. For purposes of this subsection, "sick leave" means an absence from work for which compensation is provided through an employer's bona fide written policy providing compensation for loss of wages occasioned by illness, but does not include absences from work for which compensation is provided through an employer's plan, including, but not limited to, a short or long-term disability plan, whether or not such plan is self-insured.

(2) Any employee aggrieved by a violation of this subsection may file a complaint with the [Labor] Insurance Commissioner alleging violation of the provisions of this subsection. Upon receipt of any such complaint, the commissioner shall hold a hearing. After the hearing, the commissioner shall send each party a written copy of the commissioner's decision. The commissioner may award the employee all appropriate relief, including rehiring or reinstatement to the employee's previous job, payment of back wages and reestablishment of employee benefits to which the employee otherwise would have been eligible if a violation of this subsection had not occurred. Any party aggrieved by the decision of the commissioner may appeal the decision to the Superior Court in accordance with the provisions of chapter 54.

(3) The rights and remedies specified in this subsection are cumulative and nonexclusive and are in addition to any other rights or remedies afforded by contract or under other provisions of law.

Sec. 520. Sections 31-416 to 31-429, inclusive, of the general statutes are repealed. (Effective July 1, 2019)
Sec. 521. Sections 1 to 26, inclusive, of Senate bill 1 of the current session, as amended by Senate Amendment Schedule "A", are repealed. *(Effective from passage)*

This act shall take effect as follows and shall amend the following sections:

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