



General Assembly

January Session, 2021

Raised Bill No. 943

LCO No. 3809



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***AN ACT CONCERNING WAGE EDUCATION AND ENFORCEMENT
RELATING TO DOMESTIC WORKERS.***

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

1 Section 1. (NEW) (*Effective October 1, 2021*) (a) As used in section 31-
2 71f of the general statutes, as amended by this act, and section 3 of this
3 act:

4 (1) "Domestic worker" means any employee who is paid or who is
5 told he or she will be paid to perform work of a domestic nature in or
6 about a private dwelling, including, but not limited to, housekeeping,
7 home management, child care, caretaking of individuals, including sick,
8 convalescing and elderly individuals, laundering, meal preparation,
9 home companion services and other household services for occupants
10 of the private dwelling or the guests of such occupants. Domestic
11 worker does not include (A) any individual providing babysitting
12 services on an irregular or intermittent basis; or (B) a personal care
13 attendant providing services pursuant to a state-funded program,
14 including, but not limited to, (i) the program for individuals with
15 acquired brain injuries, established pursuant to section 17b-260a of the

16 general statutes, (ii) the personal care assistance program, established
17 pursuant to section 17b-605a of the general statutes, (iii) the Connecticut
18 home care program for the elderly, established pursuant to section 17b-
19 342 of the general statutes, (iv) the pilot program to provide home care
20 services to disabled persons, established pursuant to section 17b-617 of
21 the general statutes, (v) the individual and family support waiver
22 program administered by the Department of Developmental Services,
23 or (vi) the comprehensive waiver program administered by the
24 Department of Developmental Services.

25 (2) "Employee" means any individual employed or permitted to work
26 by an employer.

27 (3) "Employer" includes any person acting as, or in the interest of,
28 directly or indirectly, an employer in relation to any employee,
29 including the state and any political subdivision thereof.

30 (4) "Nonprofit organization" means any organization that is exempt
31 from taxation under section 501(c)(3) of the Internal Revenue Code of
32 1986, or any subsequent corresponding internal revenue code of the
33 United States, as amended from time to time.

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

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

43 (b) Each employer employing a domestic worker shall advise the
44 domestic worker in writing, at the time of hiring, of: (1) The rate of
45 remuneration, hours of employment and wage payment schedules; (2)
46 the job duties and responsibilities; (3) the availability of sick leave, days

47 of rest, vacation, personal days and holidays, and whether such days are
48 paid or unpaid, and the rate at which such days accrue; and (4) whether
49 the individual or employer may charge any fees or costs for board and
50 lodging, and, if so, the amount of such fees or costs.

51 Sec. 3. (NEW) (*Effective October 1, 2021*) (a) The Commissioner of
52 Labor shall establish a program to inform domestic workers and their
53 employers of state laws and regulations relating to domestic workers.
54 The program shall include, but not be limited to, the following:

55 (1) Education and training for domestic workers and employers
56 addressing minimum wage, overtime, sick leave, record-keeping, wage
57 adjudication, retaliation and the requirements of subsection (b) of
58 section 31-71f of the general statutes, as amended by this act.

59 (2) The use of qualified organizations to assist the program in the
60 distribution of related information and education of domestic workers
61 and employees.

62 (3) An online resource to provide information to and for domestic
63 workers and employers on the labor laws of this state that relate to
64 domestic workers. Such information may include an online registry that
65 identifies any person who has been determined to have violated
66 subsection (b) of section 31-71f of the general statutes, as amended by
67 this act.

68 (b) For the purposes of this section, "qualified organization" means:
69 (1) Any nonprofit organization that has not less than five years of
70 experience working with domestic workers; or (2) any organization that
71 works with a nonprofit organization that has not less than five years of
72 experience working with domestic workers.

73 (c) An amount of two hundred thousand dollars shall be
74 appropriated to assist qualified organizations in fulfilling their
75 educational responsibilities pursuant to this section and section 31-71f
76 of the general statutes, as amended by this act.

77 Sec. 4. (NEW) (*Effective October 1, 2021*) The Labor Commissioner may
78 enforce any provision of the general statutes or the regulations of
79 Connecticut state agencies that apply to the employment of domestic
80 workers.

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

Statement of Purpose:

To promote wage education and enforcement for domestic workers.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]