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:

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

(1) "Domestic worker" means any employee who is paid or who is told he or she will be paid to perform work of a domestic nature in or about a private dwelling, including, but not limited to, housekeeping, home management, child care, caretaking of individuals, including sick, convalescing and elderly individuals, laundering, meal preparation, home companion services and other household services for occupants of the private dwelling or the guests of such occupants. Domestic worker does not include (A) any individual providing babysitting services on an irregular or intermittent basis; or (B) a personal care attendant providing services pursuant to a state-funded program, including, but not limited to, (i) the program for individuals with acquired brain injuries, established pursuant to section 17b-260a of the...
general statutes, (ii) the personal care assistance program, established pursuant to section 17b-605a of the general statutes, (iii) the Connecticut home care program for the elderly, established pursuant to section 17b-342 of the general statutes, (iv) the pilot program to provide home care services to disabled persons, established pursuant to section 17b-617 of the general statutes, (v) the individual and family support waiver program administered by the Department of Developmental Services, or (vi) the comprehensive waiver program administered by the Department of Developmental Services.

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

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

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

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 Section 31-71f of the general statutes is repealed and the following is substituted in lieu thereof (Effective October 1, 2021):

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

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

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

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

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

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

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

(c) An amount of two hundred thousand dollars shall be
appropriated to assist qualified organizations in fulfilling their
educational responsibilities pursuant to this section and section 31-71f
of the general statutes, as amended by this act.
Sec. 4. (NEW) (Effective October 1, 2021) The Labor Commissioner may enforce any provision of the general statutes or the regulations of Connecticut state agencies that apply to the employment of domestic workers.

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

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<tr>
<th>Section</th>
<th>Effective Date</th>
<th>Amendment</th>
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<tbody>
<tr>
<td>1</td>
<td>October 1, 2021</td>
<td>New section</td>
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<tr>
<td>2</td>
<td>October 1, 2021</td>
<td>31-71f</td>
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<td>3</td>
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<tr>
<td>4</td>
<td>October 1, 2021</td>
<td>New section</td>
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**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.]