



General Assembly

January Session, 2023

Committee Bill No. 21

LCO No. 5843



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

**AN ACT PROHIBITING EMPLOYERS FROM CHARGING EMPLOYEES
FOR TRAINING COSTS UPON SEPARATION FROM EMPLOYMENT.**

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

1 Section 1. Section 31-51r of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2023*):

3 (a) As used in this section:

4 (1) "Employer" means any person engaged in business, [who has
5 twenty-six or more employees,] including the state and any political
6 subdivision thereof.

7 (2) "Employee" means any person engaged in service to an employer
8 in the business of his employer.

9 (3) "Employment promissory note" means any instrument or
10 agreement executed on or after October 1, 1985, which requires an
11 employee to pay the employer, or his agent or assignee, a sum of money
12 if the employee leaves such employment before the passage of a stated
13 period of time. "Employment promissory note" includes any such
14 instrument or agreement which states such payment of moneys

15 constitutes reimbursement for training previously provided to the
16 employee.

17 (b) On or after October 1, 1985, no employer may require, as a
18 condition of employment, any employee or prospective employee to
19 execute an employment promissory note. The execution of an
20 employment promissory note as a condition of employment is against
21 public policy and any such note shall be void. If any such note is part of
22 an employment agreement, the invalidity of such note shall not affect
23 the other provisions of such agreement.

24 (c) Nothing in this section shall prohibit or render void any
25 agreement between an employer and an employee (1) requiring the
26 employee to repay to the employer any sums advanced to such
27 employee, (2) requiring the employee to pay the employer for any
28 property it has sold or leased to such employee, (3) requiring
29 educational personnel to comply with any terms or conditions of
30 sabbatical leaves granted by their employers, or (4) entered into as part
31 of a program agreed to by the employer and its employees' collective
32 bargaining representative.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2023</i>	31-51r

Statement of Purpose:

To prohibit all employers from requiring an employment promissory note as a condition of employment.

[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.]

Co-Sponsors: SEN. DUFF, 25th Dist.; SEN. KUSHNER, 24th Dist.
SEN. CABRERA, 17th Dist.; SEN. ANWAR, 3rd Dist.
REP. NOLAN, 39th Dist.; REP. HALL J., 7th Dist.

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