
OLR Bill Analysis

HB 5267

AN ACT MAKING CHANGES TO AND REPEALING OBSOLETE PROVISIONS OF STATUTES RELEVANT TO THE LABOR DEPARTMENT.

SUMMARY

This bill makes various unrelated changes in the labor statutes.

It explicitly authorizes the labor commissioner to enter contracts as needed for all programs, activities, services, and grants under the Department of Labor's (DOL) jurisdiction. These must include contracts for (1) employment and training programs and (2) applying for and using, administering, or repaying any federal funds made available or allotted under federal law. The bill also specifies that the commissioner's statutorily defined powers and duties are in addition to, and do not limit, any other powers and duties conferred to the commissioner in other statutes (§ 1).

Existing law generally requires employers to file quarterly employee wage reports with DOL for unemployment tax purposes, and starting in the third calendar quarter in 2026, employers may also include in these reports an employee's occupation, hours worked, and a zip code. The bill requires this zip code to be for the employee's primary worksite, rather than the employer's mailing address (§ 2).

The bill repeals a requirement for the Occupational Health Clinics Advisory Committee to annually report to the governor and legislature on ways to coordinate activities among occupational health clinics and disclose research and data collection results, among other things (§ 3).

The bill also repeals requirements for the labor commissioner to adopt regulations on:

1. investigations into complaints about nonpayment of wages or prevailing wages and related stop work orders (§ 4);
2. employers who acquire the assets, organization, trade, or business of another employer solely or primarily to lower their unemployment taxes (§ 5); and
3. exceptions to the state's overtime pay requirement (§ 7).

Lastly, the bill repeals a law that generally requires certain businesses to maintain their employees' health insurance if the business relocates or closes (the requirement is preempted by the federal Employee Retirement Income Security Act (ERISA)) (§§ 6 & 7).

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 3 (03/07/2024)