



**PA 24-147—HB 5267**

*Labor and Public Employees Committee*

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

**SUMMARY:** This act makes various unrelated changes in the labor statutes.

The law broadly allows the Department of Labor (DOL) to impose a \$300 civil penalty for violations of the state’s wage and employment regulation laws, in addition to any penalties specified in those laws. The act exempts violations of the state’s paid sick leave law from this additional \$300 civil penalty, leaving them subject only to the penalties set in the paid sick leave law (i.e., generally, up to \$100 per violation but \$500 for certain prohibited retaliatory personnel actions, in addition to specified other relief that DOL may order) (§ 7).

The act also imposes a \$600 civil penalty for each violation of the laws requiring employers to (1) give employees written or electronic “pay stubs” with their earnings and deductions (CGS § 31-13a) and (2) have an easily visible, synchronized clock if they use a time card system, recording clock, or other device to record the work time of employees (CGS § 31-13b) (§ 7). Under prior law, these violations were subject to the general \$300 civil penalty for violations of the employment regulation laws.

The act explicitly authorizes the labor commissioner to enter contracts as needed for all programs, activities, services, and grants under DOL’s jurisdiction. These 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 act also specifies that the commissioner’s statutorily defined powers and duties are in addition to, and do not limit, any other powers and duties given 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 act requires this zip code to be for the employee’s primary worksite, rather than the employer’s mailing address (§ 2).

The act 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). It 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 (§

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5); and

3. exceptions to the state's overtime pay requirement (§ 8).

Lastly, the act (1) repeals a law that generally required certain businesses to maintain their employees' health insurance if the business relocates or closes, as the requirement is preempted by the federal Employee Retirement Income Security Act (§ 8) and (2) makes conforming changes (§ 6).

EFFECTIVE DATE: Upon passage, except that the provision on the penalties for violations of the paid sick leave, pay stub, and time card laws (§ 7) is effective January 1, 2025.

### BACKGROUND

#### *Related Act*

PA 24-8 expands the state's paid sick leave law in numerous ways by, among other things, (1) covering nearly all private sector employees, instead of only certain types of "service workers"; (2) covering nearly all private sector employers with at least 25 employees in 2025, those with at least 11 employees in 2026, and then those with at least one employee in 2027; and (3) setting employer recordkeeping requirements that require employee "pay stubs" to include an employee's accrued paid sick time and use for the calendar year.