



House of Representatives

General Assembly

File No. 394

February Session, 2026

House Bill No. 5494

House of Representatives, April 2, 2026

The Committee on Labor and Public Employees reported through REP. SANCHEZ, E. of the 24th Dist., Chairperson of the Committee on the part of the House, that the bill ought to pass.

AN ACT CONCERNING A STUDY OF YOUTH EMPLOYMENT CLASSIFICATION.

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

1 Section 1. (*Effective October 1, 2026*) (a) The Labor Commissioner shall
2 conduct a study relating to youth employment classification. Such study
3 shall include, but need not be limited to: (1) An analysis of current work-
4 based learning experience programs for minors that require payment of
5 the minimum fair wage, and (2) the benefits and considerations
6 necessary to reclassify such work-based learning experience programs
7 in order to allow such programs to be eligible to provide stipends to
8 minors participating in such programs in lieu of payment of the fair
9 minimum wage. For purposes of this subsection, "minimum fair wage"
10 has the same meaning as provided in section 31-58 of the general
11 statutes.

12 (b) Not later than January 1, 2027, the commissioner shall report the
13 results of such study to the joint standing committee of the General

14 Assembly having cognizance of matters relating to labor and public
15 employees, in accordance with the provisions of section 11-4a of the
16 general statutes.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	New section

LAB *Joint Favorable*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 27 \$	FY 28 \$
Labor Dept.	GF - Cost	Up to \$100,000	None

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill requires the Department of Labor (DOL) to conduct a study of youth employment classification. This results in a one-time cost in FY 27 of up to \$100,000 to hire a consultant as the agency does not have the staff capacity to conduct such a study.

The Out Years

None.

OLR Bill Analysis

HB 5494

AN ACT CONCERNING A STUDY OF YOUTH EMPLOYMENT CLASSIFICATION.

SUMMARY

The Office of Legislative Research does not analyze Special Acts.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 13 Nay 0 (03/17/2026)