



CONNECTICUT ENACTS SWEEPING WORKFORCE AND EMPLOYMENT REFORMS UNDER HB 5003

May 26, 2026

Governor Ned Lamont signed House Bill 5003, *An Act Concerning Workforce Development and Working Conditions in Connecticut*, into law on May 11, 2026. The Act introduces broad changes affecting wage transparency, workplace accommodations, contractor liability, and employee protections across multiple industries. Below is a concise overview of the provisions most relevant to employers.

Mandatory Wage Transparency in Job Postings

HB 5003 significantly expands Connecticut's wage transparency requirements. Connecticut law currently requires employers to disclose a wage range upon the request of a job applicant, or when tendering an offer of employment. The bill now requires that employers include the wage range and a general description of benefits in all public and internal job advertisements. The law also strengthens anti-retaliation protections, extending the statute of limitations for claims to two years.

Ban on Stay-or-Pay Training Repayment Agreements

The Act prohibits most training-repayment promissory notes, expanding an existing ban that previously applied only to large employers. Agreements requiring repayment of advances, property costs, or sabbatical leave remain permissible.

Mandatory Lactation Accommodations

Employers must now provide reasonable break time for employees to express breast milk, in addition to standard breaks. Employers must also make reasonable efforts to provide a private, intrusion-free room with access to refrigeration or permit an employee-provided portable cold storage device in which the employee can store the employee's breast milk, including access to an electrical outlet.

New ADA Accommodation Notice Requirements

All employers must provide written notice of employees' rights to reasonable accommodation under the ADA:

- To new hires at the start of employment;
- To existing employees within 120 days of October 1, 2026; and
- To any employee who notifies the employer of a disability, within 10 days.

Posting a compliant Labor Commission notice satisfies this requirement.

Changes to Teacher Termination Procedures

HB 5003 aligns the standard for reviewing termination of tenured teachers with the standard used for other disciplinary actions under collective bargaining agreements. Hearings must now be conducted before a mutually selected impartial hearing officer or through the American Arbitration Association using its expedited selection process.

Joint and Several Liability for Wage Theft in Construction

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Beginning January 1, 2027, general contractors will be jointly and severally liable for unpaid wages owed by subcontractors. Employees may sue the subcontractor, the contractor, or both, after providing 30 days' notice. Any contractual waiver of this liability is unenforceable.

Job Security for Service Contract Workers

Entities taking over service contracts at covered locations must retain the existing workforce for 90 days. As the document states, covered locations include multifamily residential buildings with 50 or more units; commercial centers occupying more than 75,000 square feet; municipal office buildings; public or nonpublic schools; cultural centers; shopping malls or bank branches; industrial sites; pharmaceutical labs; airports; train stations; warehouses, distribution centers, or other facilities with the primary purpose of storage and distribution; and independent institutions of higher education. Workers may not be terminated during this 90-day period absent just cause, and employers must conduct a performance evaluation at the end of the 90 days. Following the 90-day period, employers must continue to employ workers whose performance is deemed satisfactory.

Enhanced Workers' Compensation for Assaulted Education and Healthcare Workers

Educators and healthcare providers assaulted in the course of their duties are entitled to 100% of their average weekly earnings, plus reimbursement for medical expenses and lost wages related to court appearances. Time away from work due to the assault-related injury or court appearances cannot be charged to sick leave, vacation, or personal time off.

If you have any questions regarding this alert, please contact your Cummings & Lockwood attorney.