



General Assembly

**Substitute Bill No. 5496**

February Session, 2026



**AN ACT CONCERNING WORKPLACE VIOLENCE PROTECTIONS  
FOR UTILITY AND PUBLIC WORKS EMPLOYEES.**

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

1 Section 1. (NEW) (*Effective October 1, 2026*) (a) For purposes of this  
2 section and section 2 of this act:

3 (1) "Employer" means a (A) municipal utility furnishing electric, gas  
4 or water, (B) regional water authority, (C) regional sewer district, (D)  
5 public service company, or (E) municipal public works department;

6 (2) "Public service company" has the same meaning as provided in  
7 section 16-1 of the general statutes; and

8 (3) "Workplace violence" means any act or threat of physical violence,  
9 harassment, intimidation or other threatening disruptive behavior that  
10 occurs at a work site. "Workplace violence" does not include any such  
11 act or threat that occurs at the site of an employer.

12 (b) On or before January 1, 2027, each employer shall undertake a risk  
13 assessment of the factors that may place employees who provide  
14 services directly to customers at risk of being a victim of workplace  
15 violence by virtue of their role as an employee of such employer,  
16 including, but not limited to, (1) working directly with customers in  
17 their domicile, (2) working late nights or early morning hours, (3)

18 exchanging money with customers, (4) working alone or in small  
19 numbers, (5) customers with a previous history of violence toward  
20 employees, and (6) the crime rate for the municipality in which the  
21 employee will provide services, as determined by the most recent  
22 annual report concerning crime in the state issued by the Department of  
23 Emergency Services and Public Protection pursuant to section 29-1c of  
24 the general statutes.

25 (c) On or before July 1, 2027, each employer shall develop and  
26 implement a workplace violence prevention and response training  
27 program for employees who provide services directly to customers.  
28 Such training program shall include, but need not be limited to, training  
29 on (1) the risk factors identified pursuant to subsection (b) of this section,  
30 (2) methods the employer will use to prevent incidents of workplace  
31 violence, including, but not limited to, (A) utilizing methods to  
32 minimize the amount of cash on an employee's person during a work  
33 shift, and (B) establishing and implementing reporting systems for  
34 incidents of violent or aggressive behavior, (3) conflict resolution and  
35 nonviolent self-defense responses, and (4) measures employees can take  
36 to protect themselves from such risks. Such training program shall be  
37 provided to an employee upon hire and annually thereafter.

38 Sec. 2. (NEW) (*Effective October 1, 2026*) Each employer shall maintain  
39 records that detail each incidence of workplace violence and include the  
40 specific location in which such incident occurred. An employer shall,  
41 not later than January first of each year, submit a report to the Labor  
42 Department regarding the number of workplace violence incidents that  
43 occurred during the preceding calendar year and the specific location  
44 where such incidents occurred.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	New section
Sec. 2	<i>October 1, 2026</i>	New section

**LAB**      *Joint Favorable Subst.*