



**March 6, 2025**

**Testimony of the Connecticut Association of Health Care Facilities / Connecticut Center  
For Assisted Living (CAHCF/CCAL) before the Human Services Committee :**

On behalf of the Connecticut Association of Health Care Facilities / Connecticut Center For Assisted Living (CAHCF/CCAL), a trade association of skilled nursing facilities and assisted living communities, my name is Matthew Barrett, the association's President and CEO. Thank for this opportunity to present testimony in opposition to of S.B. No. 1419 (RAISED) AN ACT PROHIBITING MEDICAID REIMBURSEMENT FOR HEALTH CARE PROVIDERS WHO INCLUDE TRAINING REPAYMENT AGREEMENT PROVISIONS IN CONTRACTS WITH EMPLOYEES.

S.B. 1415 would, to the extent permissible under federal law, require the Commissioner of Social Services, as a condition of Medicaid reimbursement for a health care provider, that such provider not include TRAP clauses ("training repayment agreement provision") in any contract or agreement with an employee.

Connecticut law since 1985 has prohibited employers from requiring, as a condition of employment, any employee or prospective employee to execute an employment promissory note. Further, the law provides that the execution of an employment promissory note as a condition of employment is against public policy and any such note shall be void. \*See C.G.S. 31.51r.

Further, we recommend the committee carefully evaluate the question of whether imposing requirements on the Medicaid agency that are not directly related to the agency's duties and

responsibilities as the single state agency under federal and state law would be a violation of these provisions and put at risk federal Medicaid's federal financial reimbursement.

For these reasons, CAHCF is opposed to SB 1419.

Thank you again for the opportunity to testify, and I would be happy to answer any questions you may have.

*For additional information on this testimony, please contact Matthew Barrett, President and CEO of CAHCF/CCAL, at [mbarrett@cahcf.org](mailto:mbarrett@cahcf.org).*

**\*Sec. 31-51r. Execution of employment promissory note prohibited.** (a) As used in this section:

(1) "Employer" means any person engaged in business who has twenty-six or more employees, including the state and any political subdivision thereof.

(2) "Employee" means any person engaged in service to an employer in the business of his employer.

(3) "Employment promissory note" means any instrument or agreement executed on or after October 1, 1985, which requires an employee to pay the employer, or his agent or assignee, a sum of money if the employee leaves such employment before the passage of a stated period of time. "Employment promissory note" includes any such instrument or agreement which states such payment of moneys constitutes reimbursement for training previously provided to the employee.

(b) On or after October 1, 1985, no employer may require, as a condition of employment, any employee or prospective employee to execute an employment promissory note. The execution of an employment promissory note as a condition of employment is against public policy and any such note shall be void. If any such note is part of an employment agreement, the invalidity of such note shall not affect the other provisions of such agreement.

(c) Nothing in this section shall prohibit or render void any agreement between an employer and an employee (1) requiring the employee to repay to the employer any sums advanced to such employee, (2) requiring the employee to pay the employer for any property it has sold or leased to such employee, (3) requiring educational personnel to comply with any terms or conditions of sabbatical leaves granted by their employers, or (4) entered into as part of a program agreed to by the employer and its employees' collective bargaining representative.

(P.A. 85-521, S. 2; P.A. 87-42; 87-589, S. 8, 87.)

History: P.A. 87-42 made technical change in Subsec. (b) and added Subsec. (c) which established certain exceptions from the prohibition of the use of employment promissory notes; P.A. 87-589 made technical change in Subsec. (a).

SB 1419: <https://www.cga.ct.gov/2025/TOB/S/PDF/2025SB-01419-R00-SB.PDF>