



# Senate

General Assembly

**File No. 177**

January Session, 2025

Senate Bill No. 8

*Senate, March 24, 2025*

The Committee on Labor and Public Employees reported through SEN. KUSHNER of the 24th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

## **AN ACT CONCERNING PROTECTIONS FOR WORKERS AND ENHANCEMENTS TO WORKERS' RIGHTS.**

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

1       Section 1. (NEW) (*Effective October 1, 2025*) As used in this section and  
2       sections 2 to 9, inclusive, of this act:

3       (1) "Employee" means an individual who is employed at a warehouse  
4       distribution center. "Employee" does not include a driver or courier  
5       traveling to or from a warehouse distribution center;

6       (2) "Employer" means an individual, corporation, partnership,  
7       limited partnership, limited liability partnership, limited liability  
8       company, business trust, estate, trust, association, joint venture, agency,  
9       instrumentality or any other legal or commercial entity, whether  
10      domestic or foreign, that directly or indirectly, or through an agent or  
11      any other person, including through services of a third-party employer,  
12      temporary services, staffing agency, independent contractor or any  
13      similar entity, at any time in the prior twelve months, employs or

14 exercises control over the wages, hours or working conditions of one  
15 hundred or more employees at a single warehouse distribution center  
16 in the state or one thousand or more employees at one or more  
17 warehouse distribution centers in the state;

18 (3) "Quota" means a work performance standard where:

19 (A) An employee is assigned or required to perform at a specified  
20 productivity speed or a quantified number of tasks or to handle or  
21 produce a quantified amount of material within a defined time period;

22 (B) Actions by an employee are categorized and measured between  
23 time performing tasks and not performing tasks within a defined time  
24 period;

25 (C) Increments of time within a defined time period during which an  
26 employee is or is not doing a particular activity are measured, recorded  
27 or tallied; or

28 (D) An employee's performance is ranked in relation to the  
29 performance of other employees;

30 (4) "Work speed data" means information an employer collects,  
31 stores, analyzes or interprets relating to an individual employee's  
32 performance of a quota, including, but not limited to, quantities of tasks  
33 performed, quantities of items or materials handled or produced, rates  
34 or speeds of tasks performed by the employee, measurements or metrics  
35 of employee performance in relation to a quota and time categorized as  
36 performing tasks or not performing tasks; and

37 (5) "Warehouse distribution center" means an establishment as  
38 defined by any of the following North American Industry Classification  
39 System Codes, however such establishment is denominated: (A) 493110  
40 for General Warehousing and Storage, (B) 423 for Merchant  
41 Wholesalers, Durable Goods, (C) 424 for Merchant Wholesalers,  
42 Nondurable Goods, (D) 454110 for Electronic Shopping and Mail-Order  
43 Houses, or (E) 492110 for Couriers and Express Delivery Services.

44       Sec. 2. (NEW) (*Effective October 1, 2025*) (a) On and after July 1, 2026,  
45 an employer shall provide to each employee a written description of  
46 each quota to which such employee is subject, including any potential  
47 adverse employment action that may result from a failure to satisfy such  
48 quota. Such written description shall be provided to an employer's  
49 current employees not later than August 1, 2026. For employees hired  
50 after August 1, 2026, such written description shall be provided to the  
51 employee upon hire.

52       (b) Whenever an employer makes a change to an existing quota for  
53 an employee that results in a new quota for such employee, an employer  
54 shall:

55       (1) Notify the employee of such change as soon as possible, either  
56 verbally or in writing, and prior to the effective date of such new quota;  
57 and

58       (2) Provide the employee with a written description of the new quota  
59 to which such employee is subject not later than two business days after  
60 the change is made.

61       (c) Any written description required pursuant to this section shall be  
62 provided directly to an employee by a manager during such employee's  
63 work hours.

64       Sec. 3. (NEW) (*Effective October 1, 2025*) On and after July 1, 2026, no  
65 quota shall:

66       (1) Prevent compliance with the provisions of section 31-51ii of the  
67 general statutes concerning meal periods;

68       (2) Interfere with an employee's use of the bathroom facilities,  
69 including reasonable travel time to and from the bathroom facilities;

70       (3) Set a performance standard that measures an employee's total  
71 output over an increment of time that is shorter than such employee's  
72 work day; or

73 (4) Set a performance standard that is based solely on ranking the  
74 performance of an employee in relation to the performance of other  
75 employees.

76 Sec. 4. (NEW) (*Effective October 1, 2025*) On and after July 1, 2026, no  
77 employer shall take any adverse action against an employee for failing  
78 to satisfy a quota that violates the provisions of section 3 of this act or  
79 has not previously been provided to the employee pursuant to section 2  
80 of this act.

81 Sec. 5. (NEW) (*Effective October 1, 2025*) On and after July 1, 2026, each  
82 employer shall establish, maintain and preserve contemporaneous, true  
83 and accurate records of (1) each individual employee's work speed data,  
84 (2) the aggregated work speed data for similar employees at the same  
85 warehouse distribution center, and (3) the written descriptions  
86 provided to each employee pursuant to section 2 of this act. Such  
87 records shall be maintained for a period of three years. Nothing in this  
88 section shall require an employer to establish, maintain and preserve the  
89 records required pursuant to this section if such employer does not  
90 assign or require quotas or collect, store, analyze or interpret work  
91 speed data.

92 Sec. 6. (NEW) (*Effective October 1, 2025*) (a) On and after July 1, 2026,  
93 if an employee believes satisfying a quota caused or will cause a  
94 violation of section 3 of this act, such employee may request from such  
95 employee's employer: (1) A written description of each quota the  
96 employee is subject to, (2) a copy of the employee's personal work speed  
97 data for the prior ninety days, and (3) a copy of aggregated work speed  
98 data for similar employees at the same warehouse distribution center  
99 for the prior ninety days.

100 (b) On and after July 1, 2026, a former employee may request from a  
101 former employer: (1) A written description of each quota the employee  
102 was subject to for the ninety days prior to the employee's separation  
103 from employment with such employer; (2) a copy of the employee's  
104 personal work speed data for the ninety days prior to such employee's  
105 separation from employment with such employer; and (3) a copy of

106 aggregated work speed data for similar employees at the same  
107 warehouse distribution center for the ninety days prior to such  
108 employee's separation from employment with such employer. A former  
109 employee may only make one request under this section.

110 (c) An employer shall provide a written copy of any records  
111 requested pursuant to this section not later than five calendar days after  
112 receipt of such request. Such written copy shall be provided (1) in both  
113 English and the primary language of the employee requesting such  
114 records, and (2) for a current employee, directly to the requesting  
115 employee by a manager during such employee's work hours.

116 Sec. 7. (NEW) (*Effective October 1, 2025*) (a) On and after July 1, 2026,  
117 no employer shall discharge or in any way retaliate, discriminate or take  
118 any adverse action against an employee or former employee for (1)  
119 making a request pursuant to section 6 of this act, or (2) filing a civil  
120 action pursuant to section 8 of this act.

121 (b) On and after July 1, 2026, if an employer discharges or in any way  
122 retaliates, discriminates or takes any adverse action against an employee  
123 or former employee within ninety days after such employee engages in  
124 or attempts to engage in the activities described in subsection (a) of this  
125 section, there shall be a rebuttable presumption that such adverse action  
126 is in violation of this section. Such presumption may be rebutted by clear  
127 and convincing evidence that (1) the adverse action was taken for other  
128 permissible reasons, and (2) the employee engaging or attempting to  
129 engage in the activities described in subsection (a) of this section was  
130 not a motivating factor for the employer taking such adverse action.

131 Sec. 8. (NEW) (*Effective October 1, 2025*) (a) On and after July 1, 2026,  
132 an employee aggrieved by a violation of sections 2 to 7, inclusive, of this  
133 act, or the Attorney General on behalf of an employee aggrieved by a  
134 violation of sections 2 to 7, inclusive, of this act, may bring a civil action  
135 in the Superior Court to recover damages, civil penalties and such  
136 equitable and injunctive relief as the court deems appropriate. The  
137 prevailing party in such civil action may be awarded reasonable  
138 attorney's fees and costs to be taxed by the court.

139 (b) An employer who violates the provisions of sections 2 to 7,  
140 inclusive, of this act may be assessed a civil penalty by the court of (1)  
141 one thousand dollars for a first violation, (2) two thousand dollars for a  
142 second violation, or (3) three thousand dollars for a third or subsequent  
143 violation.

144 Sec. 9. (NEW) (*Effective October 1, 2025*) On and after July 1, 2026, the  
145 Workers' Compensation Commission shall monitor the injury rates of  
146 employees working in warehouse distribution centers in the state. If an  
147 employer is found to have an annual injury rate at or over one and one-  
148 half times the average annual injury rate for the relevant North  
149 American Industry Classification System codes, based on data reported  
150 to the federal Occupational and Safety and Health Administration, the  
151 Workers' Compensation Commission shall notify the Labor  
152 Commissioner and the commissioner shall determine whether an  
153 investigation concerning potential violations of sections 2 to 7, inclusive,  
154 of this act is appropriate.

155 Sec. 10. Subdivision (3) of subsection (a) of section 31-236 of the  
156 general statutes is repealed and the following is substituted in lieu  
157 thereof (*Effective October 1, 2025*):

158 (3) During any week in which the administrator finds that the  
159 individual's total or partial unemployment is due to the existence of a  
160 labor dispute other than a lockout at the factory, establishment or other  
161 premises at which the individual is or has been employed, [provided]  
162 except that the provisions of this subsection do not apply if it is shown  
163 to the satisfaction of the administrator that: (A) For a labor dispute that  
164 begins on or after December 14, 2026, such labor dispute has been  
165 continuous for fourteen days since the commencement of such labor  
166 dispute; (B) (i) the individual is not participating in or financing or  
167 directly interested in the labor dispute that caused the unemployment,  
168 and [(B)] (ii) the individual does not belong to a trade, class or  
169 organization of workers, members of which, immediately before the  
170 commencement of the labor dispute, were employed at the premises at  
171 which the labor dispute occurred, and are participating in or financing

172 or directly interested in the dispute; or (C) the individual's  
 173 unemployment is due to the existence of a lockout. A lockout exists  
 174 whether or not such action is to obtain for the employer more  
 175 advantageous terms when an employer (i) fails to provide employment  
 176 to its employees with whom the employer is engaged in a labor dispute,  
 177 either by physically closing its plant or informing its employees that  
 178 there will be no work until the labor dispute has terminated, or (ii)  
 179 makes an announcement that work will be available after the expiration  
 180 of the existing contract only under terms and conditions that are less  
 181 favorable to the employees than those current immediately prior to such  
 182 announcement; provided in either event the recognized or certified  
 183 bargaining agent shall have advised the employer that the employees  
 184 with whom the employer is engaged in the labor dispute are ready, able  
 185 and willing to continue working pending the negotiation of a new  
 186 contract under the terms and conditions current immediately prior to  
 187 such announcement;

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>October 1, 2025</i>	New section
Sec. 2	<i>October 1, 2025</i>	New section
Sec. 3	<i>October 1, 2025</i>	New section
Sec. 4	<i>October 1, 2025</i>	New section
Sec. 5	<i>October 1, 2025</i>	New section
Sec. 6	<i>October 1, 2025</i>	New section
Sec. 7	<i>October 1, 2025</i>	New section
Sec. 8	<i>October 1, 2025</i>	New section
Sec. 9	<i>October 1, 2025</i>	New section
Sec. 10	<i>October 1, 2025</i>	31-236(a)(3)

**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 26 \$	FY 27 \$
Labor Dept.	GF - Cost	195,000	199,000
Workers' Compensation Com.	WCF - Potential Cost	None	Up to 91,630
Resources of the General Fund	GF - Potential Revenue Gain	None	See Below
Labor Dept.	UITF - Potential Cost	None	See Below
Labor Dept.	UITF - Potential Revenue Gain	None	See Below

Note: GF=General Fund; WCF=Workers' Compensation Fund; UITF=Unemployment Insurance Trust Fund

**Municipal Impact:** None

### **Explanation**

The bill establishes protections for employees of certain warehouse distribution centers and makes striking workers (in any type of employment) eligible for unemployment benefits after they have been on strike for 14 consecutive days, resulting in the following fiscal impacts.

**Section 8** allows covered employees or the Attorney General to bring a civil action in Superior Court for violations of sections 2 to 7, resulting in a potential revenue gain to the state. Violations may be subject to civil penalties of up to \$3,000.<sup>1</sup> These cases are not expected to result in a cost

<sup>1</sup> \$1,000 for the first violation, \$2,000 for the second violation, and \$3,000 for the third and subsequent violations.



to the Attorney General or the courts.<sup>2</sup>

**Section 9** requires the Workers' Compensation Commission (WCC) to monitor injury rates at warehouse distribution centers, resulting in a potential cost to the Workers' Compensation Fund of up to \$91,630 in FY 27. Because WCC does not currently have a system or staff monitoring these injury rates in this manner, it's possible that, if the workload increase is great enough, they will need to hire a part-time State Program Manager, for \$50,000 per year with an estimated fringe benefits rate of \$41,630.<sup>3</sup>

**Section 10** makes striking workers eligible for unemployment benefits after they have been on strike for 14 consecutive days. This results in a potential cost and potential revenue gain to the Unemployment Insurance Trust Fund, starting in FY 27. In addition, the bill results in a one-time cost of \$394,000 to the General Fund (\$195,000 in FY 26 and \$199,000 in FY 27).

To the extent any striking workers become eligible for unemployment benefits as a result of the bill, this would result in a cost to the trust fund. Subsequent increases in experience ratings by employers would result in increased tax revenue to the trust fund on a lagged basis. The amounts are dependent on striking workers' benefits and affected employers' experience ratings.

Additionally, the bill would require the Labor Department to make state-specific technology changes to ReEmployCT, the unemployment insurance administration system, which results in a cost of \$195,000 in FY 26 and \$199,000 in FY 27 (\$394,000 in total).

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<sup>2</sup> The court system disposes of over 250,000 cases annually and the number of cases is not anticipated to be great enough to need additional resources.

<sup>3</sup> The fringe benefit costs for employees funded out of other appropriated funds are budgeted within the fringe benefit account of those funds, as opposed to the fringe benefit accounts within the Office of the State Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes for other appropriated fund employees is 83.26% of payroll in FY 26.

***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of civil actions brought under section 8, extent of the increased workload to WCC under section 9, and for the trust fund, the number of workers and employers affected. There is no cost to the General Fund beyond FY 27.

**OLR Bill Analysis****SB 8*****AN ACT CONCERNING PROTECTIONS FOR WORKERS AND ENHANCEMENTS TO WORKERS' RIGHTS.*****SUMMARY**

This bill generally (1) limits how employers at certain warehouses may use quotas for their employees and (2) makes striking workers (in any type of employment) eligible for unemployment benefits after they have been on strike for 14 consecutive days.

For warehouse quotas, starting July 1, 2026, the bill limits the extent to which employers at certain warehouse distribution centers can require their employees to meet production quotas. It generally applies to employers that employ at least (1) 100 employees at a single warehouse distribution center in the state or (2) 1,000 employees at multiple warehouse distribution centers in the state.

Among other things, the bill:

1. requires the covered employers to give their employees a written description of the quotas they must meet and any possible adverse employment actions they may face for failing to do so;
2. prohibits the employers from using quotas that (a) prevent compliance with the state law on meal periods, (b) interfere with the employee using bathroom facilities, or (c) use certain methods to measure work; and
3. sets recordkeeping requirements for employers and requires them to give copies of their quota records to current or former employees who believe that meeting a quota caused a violation of certain provisions in the bill.

The bill allows an employee aggrieved by a violation of the bill's provisions to bring a civil action in Superior Court, which may assess civil penalties for violations. It also prohibits employers from discharging or retaliating against employees solely because they requested their quota records or filed a civil action, and creates a rebuttable presumption that a violation occurred if this happens within 90 days after the request or filing.

Lastly, the bill requires the Workers' Compensation Commission to monitor and report on injury rates of employees in warehouse distribution centers in the state. The commission must report its findings to the labor commissioner if the injury rate at a distribution center is above a threshold the bill sets.

EFFECTIVE DATE: October 1, 2025

## **§§ 1-9 — WAREHOUSE QUOTAS**

### ***Covered Employers and Employees (§ 1)***

The employers covered by the bill's provision on warehouse quotas are any domestic or foreign legal or commercial entities that over the previous 12 months employed or exercised control over the wages, hours, or working conditions of at least (1) 100 employees at a single warehouse distribution center in the state or (2) 1,000 employees, in total, at multiple warehouse distribution centers in the state. The employer's exercise of control over the employees may be direct or indirect, or through an agent or another entity, including through the services of a third-party employer, temporary services or staffing agency, independent contractor, or any similar entity.

Under the bill, a warehouse distribution center is an establishment as defined by the following North American Industry Classification System (NAICS) code, however the establishment is designated: (1) 493110 for General Warehousing and Storage; (2) 423 for Merchant Wholesalers, Durable Goods; (3) 424 for Merchant Wholesalers, Nondurable Goods; (4) 454110 for Electronic Shopping and Mail-Order Houses (it appears that this code was removed in the 2022 revision to

the NAICS); or (5) 492110 for Couriers and Express Delivery Services.

“Employees” under these provisions are anyone employed at a warehouse distribution center, except drivers or couriers traveling to or from a warehouse distribution center.

**Quotas (§§ 1-4)**

Under the bill, a “quota” is a work performance standard where:

1. an employee is assigned or required to (a) perform at a specified productivity speed, (b) perform a certain number of tasks, or (c) handle or produce a certain amount of material within a defined period;
2. an employee’s actions are categorized and measured between time performing tasks and not performing tasks within a defined period;
3. increments of time within a defined period when an employee is or is not doing a particular activity are measured, recorded, or tallied; or
4. an employee’s performance is ranked in relation to other employees’ performance.

**Quota Disclosure (§ 2).** Starting July 1, 2026, the bill requires covered employers to give employees a written description of each quota they are subject to, including any potential adverse employment action that could result from failing to meet it. The employers must do so for their existing employees by August 1, 2026, and upon hiring for employees hired after that date.

Whenever an employer makes a change to an employee’s existing quota that results in a new quota for the employee, the bill requires the employer to (1) notify the employee about the change verbally or in writing as soon as possible, but before the quota becomes effective, and (2) give the employee a written description of the new quota within two business days after the quota changes.

The bill requires that the written description of these quotas be given directly to the employee by a manager during the employee's work hours.

***Prohibited Quotas (§ 3).*** Starting July 1, 2026, the bill prohibits quotas from:

1. preventing compliance with the state law on required meal periods;
2. interfering with an employee's use of bathroom facilities, including reasonable time to travel to and from them;
3. setting a performance standard that measures an employee's total output over an increment shorter than the employee's work day; or
4. setting a performance standard based solely on ranking an employee's performance in relation to other employees.

***Adverse Action Ban (§ 4).*** Starting July 1, 2026, the bill also prohibits employers from taking any adverse action against an employee for failing to satisfy a quota that (1) violates the bill's provision on prohibited quotas or (2) has not been disclosed as the bill requires.

***Employer Quota Records (§ 5)***

Starting July 1, 2026, the bill requires employers to establish, maintain, and preserve contemporaneous, true, and accurate records for (1) each employee's personal work speed data, (2) the aggregate work speed data for similar employees at the same warehouse distribution center, and (3) the written quota descriptions given to each employee as required by the bill. The employer must maintain and preserve these records for three years. However, the bill specifies that these requirements do not apply if the employer does not assign or require quotas, or collect, store, analyze, or interpret work speed data.

Under the bill, "work speed data" is information an employer collects, stores, analyzes, or interprets about an employee's quota

performance, including quantities of tasks performed, quantities of items or materials handled or produced, rates or speeds of tasks performed, employee performance measurements or metrics in relation to a quota, or time categorized as performing tasks or not performing tasks.

***Employee Access to Work Speed Data (§ 6)***

Starting July 1, 2026, if employees believes that satisfying a quota caused or will cause a violation of the bill's provisions on prohibited quotas, the bill allows them to request (1) a written description of each quota they were subject to, (2) copies of their personal work speed data records for the past 90 days, and (3) copies of the aggregate work speed data for similar employees at the same warehouse distribution center for the past 90 days. The bill similarly allows former employee to request this same information for the 90 days before they separated from employment with the employer. However, the bill limits a former employee to one of these requests.

The bill requires employers to provide a written copy of the requested records within five calendar days after receiving the request. They must be (1) written in English and the language the employee identifies as his or her primary language and (2) given directly to the employee by a manager during the employee's work hours (the bill does not specify how employers must provide the records to former employees).

***Anti-retaliation (§ 7).*** Starting July 1, 2026, the bill prohibits employers from discharging or retaliating, discriminating, or taking any adverse action against an employee or former employee for requesting their quotas and work speed data or filing a civil action as allowed by the bill (see below). If an employer does so within 90 days after the employee or former employees requests the information or files the lawsuit, the bill creates a rebuttable presumption that the employer's adverse action violates this prohibition. The presumption may be rebutted by clear and convincing evidence that the (1) adverse action was taken for other permissible reasons and (2) employee's request or

filing was not a motivating factor for the employer's action.

### ***Civil Actions (§ 8)***

Starting July 1, 2026, the bill allows any employee aggrieved by a violation of the bill's warehouse quota provisions, or the attorney general on the employee's behalf, to bring a civil action in Superior Court to recover damages, civil penalties, and equitable and injunctive relief. (The bill does not similarly authorize former employees to bring these actions.) The party that prevails in the case may be awarded attorney's fees and costs. The court may also assess civil penalties against an employer of \$1,000 for its first violation, \$2,000 for its second, and \$3,000 for a third or subsequent violation.

### ***Injury Rate Monitoring (§ 9)***

Starting July 1, 2026, the bill requires the Workers' Compensation Commission to monitor injury rates of employees in warehouse distribution centers in the state. If an employer has an annual injury rate of at least 1.5 times the average annual injury rate for the relevant NAICS code, based on data reported to the federal Occupational and Safety Health Administration (OSHA), the commission must notify the labor commissioner, who must decide whether an investigation for potential violations of the bill is appropriate. (It is unclear how this provision would be implemented, as the bill does not give the labor commissioner any investigative or enforcement authority over the bill's provisions and the federal Department of Labor would be responsible for enforcing any safety violations under OSHA.)

## **§10 — UNEMPLOYMENT BENEFITS FOR STRIKING WORKERS**

For labor disputes that start on or after December 14, 2026, the bill generally makes striking workers eligible for unemployment benefits after they have been on strike for 14 consecutive days. Current law generally disqualifies claimants for benefits during any week in which their unemployment is due to a labor dispute. The bill lifts this disqualification once the labor dispute has been continuous for 14 days.

Existing law also allows claimants to qualify for benefits during a



labor dispute, with no waiting period, if the (1) unemployment is due to a lockout (e.g., the employer closed the employment premises) or (2) claimant is not participating in the dispute and does not belong to a trade, class, or organization of workers that is participating in, financing, or directly interested in the dispute (e.g., non-union employees at a business temporarily closed by a strike).

## **BACKGROUND**

### ***Related Bills***

SB 1254, reported favorably by the Labor and Public Employees Committee, has warehouse quota provisions that are largely similar to this bill. However, SB 1254, differs by, among other things, (1) only covering (and counting) employees who are nonexempt under the federal Fair Labor Standards Act's minimum wage and overtime requirements, (2) requiring single warehouses to have at least 250 employees (rather than 100) to be covered, and (3) not explicitly covering quotas that count an employee's actions between time performing tasks, count time increments when an employee is or is not doing a particular activity, or rank employees against each other.

HB 6904, reported favorably by the Labor and Public Employees Committee, is identical to this bill's provision on unemployment benefits for striking workers.

HB 6907, reported favorably by the Labor and Public Employees Committee, is identical to this bill's provisions on warehouse quotas.

## **COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 9      Nay 4      (03/06/2025)