

Labor and Public Employees Committee JOINT FAVORABLE REPORT

Bill No.: SB-829

Title: AN ACT CONCERNING PRE AND POST SHIFT HOURS.

Vote Date: 3/13/2025

Vote Action: Joint Favorable

PH Date: 2/20/2025

File No.:

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SPONSORS OF BILL:

Labor & Public Employees Committee

REASONS FOR BILL:

The reason for this bill is to require that employers pay workers for time when the workers are required to be on premises before and after their shift, such as for mandated security screenings. Some employers do not consider this time to factor into hours worked at present, and as such do not pay workers during that time.

RESPONSE FROM ADMINISTRATION/AGENCY:

Danté Bartolomeo, Commissioner Department of Labor: States that the bill is unnecessary for enforcement purposes. She describes that this bill would amend the definition of "hours worked" by including the time an employee spends in security screenings required by an employer. She describes how the Wage and Workplace Standards Division considers this as "wait time" pursuant to Section 31-60-11 of the administrative regulations which reads, in part, "hours worked include all time during which an employee is required by the employer to be on the employer's premises or to be on duty... such time includes, but shall not be limited to, the time when an employee is required to wait on the premises while no work is provided by the employer." This "wait time" is similar to the time spent waiting to punch in or out for a shift. The Wage Division has historically enforced that time as compensable.

NATURE AND SOURCES OF SUPPORT:

Senator Martin Looney, President Pro Tempore, CT State Senate: Supports the bill. States this bill would require that security screenings required by an employer are included in the definition of "hours worked" for purposes of chapter 558 of the general statutes. This

would ensure that employees are paid for the time they spend undergoing security screenings before and after work hours. While statute 31-76b would seem to be clear on this fact by stating that work includes "all time during which an employee is required by the employer to be on the employer's premises or to be on duty, or to be at the prescribed work place" there are some employers in our state that require (sometimes lengthy) security screenings and do not credit the time spent in these screenings as work time. The bill would clarify the statutory intent.

Ed Hawthorne, President Connecticut AFL-CIO: Supports the bill. States Amazon.com Inc. has a long history of requiring its warehouse employees to undergo on-site security screenings every time they enter or exit the workplace, most workers are not paid for the time spent waiting or for the time spent conducting the screening processes, averaging 5 and 20 minutes. States that under the federal Fair Labor Standards Act, these screenings are not compensable, but many states have more comprehensive laws. States the bill would amend "hours worked" in the Connecticut statute to include the time an employee spends in employer mandated security screenings erasing any doubt either in Department of Labor wage theft investigations or in employee lawsuits, that the time to conduct employer mandated screenings must be paid by the employer.

NATURE AND SOURCES OF OPPOSITION:

None provided.

Reported by: Ian Graves

Date: 3/26/2025