



General Assembly

January Session, 2025

**Committee Bill No. 8**

LCO No. 4255



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

***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*

**JUD**      *Joint Favorable*