



General Assembly

January Session, 2025

Committee Bill No. 829

LCO No. 4617



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT CONCERNING PRE AND POST-SHIFT HOURS.

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

1 Section 1. Subdivision (2) of section 31-76b of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective October*
3 *1, 2025*):

4 (2) (A) "Hours worked" [include] includes all time during which an
5 employee is required by the employer to be on the employer's premises
6 or to be on duty, or to be at the prescribed work place, and all time
7 during which an employee is employed or permitted to work, whether
8 or not required to do so, provided time allowed for meals shall be
9 excluded unless the employee is required or permitted to work. Such
10 time includes, but shall not be limited to, (i) the time when an employee
11 is required to wait on the premises while no work is provided by the
12 employer, and (ii) the time an employee spends in security screenings
13 required by an employer. (B) All time during which an employee is
14 required to be on call for emergency service at a location designated by
15 the employer shall be considered to be working time and shall be paid
16 for as such, whether or not the employee is actually called upon to work.

17 (C) When an employee is subject to call for emergency service but is not
 18 required to be at a location designated by the employer but is simply
 19 required to keep the employer informed as to the location at which he
 20 may be contacted, or when an employee is not specifically required by
 21 his employer to be subject to call but is contacted by his employer or on
 22 the employer's authorization directly or indirectly and assigned to duty,
 23 working time shall begin when the employee is notified of his
 24 assignment and shall end when the employee has completed his
 25 assignment. (D) Notwithstanding the provisions of this subdivision,
 26 when an individual employed by a third-party provider to provide
 27 "companionship services", as defined in the regulations of the federal
 28 Fair Labor Standards Act, is required to be present at a worksite for a
 29 period of not less than twenty-four consecutive hours, such individual
 30 and his or her employer may agree in writing to exclude a regularly
 31 scheduled sleeping period of not more than eight hours from hours
 32 worked, provided (i) adequate on-site sleeping facilities are furnished
 33 to such individual, and (ii) such individual receives at least five hours
 34 of sleep time. If the scheduled sleeping period is more than eight hours,
 35 only eight hours will be excluded. If the scheduled sleeping period is
 36 interrupted by an assignment to work, the interruption shall be counted
 37 as hours worked. If such individual does not receive at least five hours
 38 of sleep time during the scheduled sleeping period, the entire sleeping
 39 period shall be considered hours worked. The provisions of this
 40 subparagraph shall be effective on and after the effective date of the
 41 United States Department of Labor's Final Rule concerning the
 42 Application of the federal Fair Labor Standards Act to Domestic Service
 43 published in the Federal Register of October 1, 2013;

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

Section 1	October 1, 2025	31-76b(2)
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LAB *Joint Favorable*