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## OLR Bill Analysis

### SB 8 (File 177, as amended by Senate "A")\*

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

#### **SUMMARY**

For labor disputes that start on or after December 14, 2026, this 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).

\*Senate Amendment "A" removes provisions from the underlying bill (File 177) that generally would have limited how employers at certain warehouses could use quotas for their employees.

EFFECTIVE DATE: October 1, 2025

#### **BACKGROUND**

##### ***Related Bill***

HB 6904, reported favorably by the Labor and Public Employees Committee, is identical to this bill.

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/06/2025)

Judiciary Committee

Joint Favorable

Yea 25 Nay 12 (04/25/2025)

Appropriations Committee

Joint Favorable

Yea 38 Nay 12 (05/05/2025)