
OLR Bill Analysis

SB 1274 (File 484, as amended by Senate "A")*

AN ACT CONCERNING WORKING CONDITIONS.

SUMMARY

This bill makes three unrelated changes. First, it specifies that “hours worked” also includes time an employee spends in security screenings required by an employer. Under state overtime law, an employee’s “hours worked” includes all time that the employee must be on the employer’s premises, including time that the employee must wait on the premises while no work is provided by the employer.

Second, the bill requires employers to provide a reasonable break time for an employee to express breastmilk for the employee’s nursing child or to breastfeed at the workplace each time the employee needs to do so.

And third, it creates a task force to study and make recommendations on heat safety standards for workplaces.

EFFECTIVE DATE: October 1, 2025, except the task force provision (§ 3) is effective upon passage.

*Senate Amendment “A” replaces the underlying bill, which would have required the labor commissioner to study working conditions in the state.

BREASTFEEDING AND EXPRESSING MILK IN THE WORKPLACE

The bill requires employers to provide a reasonable break time for an employee to express breastmilk for the employee’s nursing child or to breastfeed at the workplace each time the employee needs to do so. This generally aligns Connecticut’s breastfeeding in the workplace law with federal law (the Pump for Nursing Mothers Act included in the Consolidated Appropriations Act of 2023). Current state law allows an employee, at her discretion, to express breastmilk or breastfeed during

her meal or break period. Existing state law, unchanged by the bill, also requires an employer to make reasonable efforts to provide a room or other location near the work area, except a toilet stall, that (1) is private, (2) has or is near a refrigerator or other employee-provided portable cold storage device, and (3) has access to an electrical outlet.

TASK FORCE ON WORKPLACE HEAT SAFETY STANDARDS

The bill creates a task force and requires it to conduct a study that includes topics such as (1) best practices to prevent heat illness and (2) other states' laws and regulations on heat safety standards. The task force must submit a report of its recommendations to the Labor and Public Employees Committee by January 1, 2026.

The bill requires the task force to have the following members:

1. the chairpersons and ranking members of the Labor and Public Employees Committee;
2. a member of an organization that advocates for preventing sudden death from exertional heat stroke, appointed by the House speaker,
3. one appointed by the Senate president pro tempore;
4. one appointed by the House majority leader;
5. one appointed by the Senate majority leader;
6. one appointed by the House minority leader;
7. one appointed by the Senate minority leader; and
8. the Labor Commissioner (or the commissioner's designee).

Under the bill, all appointed members may be legislators and all initial appointments must be made within 30 days after the bill becomes effective. Any vacancies must be filled by the appointing authority.

The chairpersons of the Labor and Public Employees Committee must be the chairpersons of the task force. The chairpersons must

schedule and hold the commission's first meeting within 60 days after the bill's passage.

The bill requires the Labor and Public Employees Committee's administrative staff to serve in this capacity for the commission.

BACKGROUND:

Related Bills:

SB 829, File 277, favorably reported by the Labor and Public Employees Committee, specifies that "hours worked" includes time an employee spends in security screenings required by an employer.

SB 1030, File 278, favorably reported by the Labor and Public Employees Committee, aligns federal and state law on break periods for breastfeeding during the work day.

sSB 830, File 530, favorably reported by the Labor and Public Employees Committee, creates safety standards to prevent employee exposure to the risk of heat-related illness.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/20/2025)