
OLR Bill Analysis

SB 345

AN ACT CONCERNING BREASTFEEDING IN THE WORKPLACE, PRE AND POST-SHIFT HOURS AND ESTABLISHING A TASK FORCE TO STUDY WORKPLACE HEAT SAFETY STANDARDS.

SUMMARY

This bill addresses three unrelated labor topics.

First, it 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. Current law allows an employee to express breastmilk or breastfeed during her meal or break period. Existing law, unchanged by the bill, requires an employer to make reasonable efforts to provide a room or 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. This generally aligns with federal law that requires a reasonable break time and a private space other than a bathroom to express breast milk for up to one year after a child's birth (29 USC § 218d).

Second, 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 (see BACKGROUND).

Lastly, the bill creates a taskforce to study heat safety. The task force must consider (1) best practices to prevent heat illness in employees and (2) other states' laws and regulations on heat safety standards.

EFFECTIVE DATE: October 1, 2026, except the taskforce provision is effective upon passage.

HEAT SAFETY TASKFORCE

Membership

The bill requires the task force to include:

1. the chairpersons and ranking members of the Labor and Public Employees Committee or their designees;
2. the labor commissioner or her designee;
3. one member appointed by the House speaker who is a member of an organization that advocates for the prevention of sudden death from exertional heat stroke; and
4. one member appointed by each of the other five legislative leaders (Senate president pro tempore, House majority and minority leaders, and Senate majority and minority leaders).

Under the bill, all appointed members may be legislators, and all initial appointments must be made within 30 days of the bill's passage. Any vacancies must be filled by the appointing authority.

Requirements

The bill requires the Labor and Public Employees Committee chairpersons or their designees to serve as the task force's chairpersons and schedule and hold the first meeting within 60 days of the bill's passage. The Labor and Public Employees Committee's administrative staff must serve in this capacity for the task force.

The bill requires the task force to report its findings and recommendations to the Labor and Public Employees Committee by January 1, 2027. Under the bill, the task force ends when it submits the report or January 1, 2027, whichever is later.

BACKGROUND

Connecticut Supreme Court Case on Pre- and Post- Shift Hours

The Connecticut Supreme Court recently ruled that employees must be compensated for time spent in mandatory security screenings on their employer's premises (*Del Rio v. Amazon.com Services, Inc.* (SC

21109) February 10, 2026).

Related Bill

sHB 5003 (§41), favorably reported by the Labor and Public Employees Committee, has an identical provision on breastfeeding and expressing milk in the workplace.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/17/2026)