



Senate

General Assembly

File No. 351

February Session, 2026

Senate Bill No. 345

Senate, April 2, 2026

The Committee on Labor and Public Employees reported through SEN. KUSHNER of the 24th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

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

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

1 Section 1. Section 31-40w of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2026*):

3 (a) [Any employee may, at her discretion,] An employer shall provide
4 a reasonable break time for an employee to express breast milk for such
5 employee's nursing child or breastfeed on site at [her] such employee's
6 workplace [during her meal or break period] each time such employee
7 has the need to express breast milk or breastfeed.

8 (b) An employer shall make reasonable efforts to provide a room or
9 other location, in close proximity to the work area, other than a toilet
10 stall, where the employee can express [her] such employee's milk in
11 private, and provided there is no undue hardship, such room or other
12 location shall (1) be free from intrusion and shielded from the public

13 while such employee expresses breast milk, (2) include or be situated
14 near a refrigerator or employee-provided portable cold storage device
15 in which the employee can store [her] such employee's breast milk, and
16 (3) include access to an electrical outlet.

17 (c) An employer shall not discriminate against, discipline or take any
18 adverse employment action against any employee because such
19 employee has elected to exercise [her] such employee's rights under
20 subsection (a) of this section.

21 (d) As used in this section, "employer" means a person engaged in
22 business who has one or more employees, including the state and any
23 political subdivision of the state; "employee" means any person engaged
24 in service to an employer in the business of the employer; "reasonable
25 efforts" means any effort that would not impose an undue hardship on
26 the operation of the employer's business; and "undue hardship" means
27 any action that requires significant difficulty or expense when
28 considered in relation to factors such as the size of the business, its
29 financial resources and the nature and structure of its operation.

30 Sec. 2. Subdivision (2) of section 31-76b of the general statutes is
31 repealed and the following is substituted in lieu thereof (*Effective October*
32 *1, 2026*):

33 (2) (A) "Hours worked" [include] includes all time during which an
34 employee is required by the employer to be on the employer's premises
35 or to be on duty, or to be at the prescribed work place, and all time
36 during which an employee is employed or permitted to work, whether
37 or not required to do so, provided time allowed for meals shall be
38 excluded unless the employee is required or permitted to work. Such
39 time includes, but shall not be limited to, (i) the time when an employee
40 is required to wait on the premises while no work is provided by the
41 employer, and (ii) the time an employee spends in security screenings
42 required by an employer. (B) All time during which an employee is
43 required to be on call for emergency service at a location designated by
44 the employer shall be considered to be working time and shall be paid
45 for as such, whether or not the employee is actually called upon to work.

46 (C) When an employee is subject to call for emergency service but is not
47 required to be at a location designated by the employer but is simply
48 required to keep the employer informed as to the location at which he
49 may be contacted, or when an employee is not specifically required by
50 his employer to be subject to call but is contacted by his employer or on
51 the employer's authorization directly or indirectly and assigned to duty,
52 working time shall begin when the employee is notified of his
53 assignment and shall end when the employee has completed his
54 assignment. (D) Notwithstanding the provisions of this subdivision,
55 when an individual employed by a third-party provider to provide
56 "companionship services", as defined in the regulations of the federal
57 Fair Labor Standards Act, is required to be present at a worksite for a
58 period of not less than twenty-four consecutive hours, such individual
59 and his or her employer may agree in writing to exclude a regularly
60 scheduled sleeping period of not more than eight hours from hours
61 worked, provided (i) adequate on-site sleeping facilities are furnished
62 to such individual, and (ii) such individual receives at least five hours
63 of sleep time. If the scheduled sleeping period is more than eight hours,
64 only eight hours will be excluded. If the scheduled sleeping period is
65 interrupted by an assignment to work, the interruption shall be counted
66 as hours worked. If such individual does not receive at least five hours
67 of sleep time during the scheduled sleeping period, the entire sleeping
68 period shall be considered hours worked. The provisions of this
69 subparagraph shall be effective on and after the effective date of the
70 United States Department of Labor's Final Rule concerning the
71 Application of the federal Fair Labor Standards Act to Domestic Service
72 published in the Federal Register of October 1, 2013;

73 Sec. 3. (*Effective from passage*) (a) There is established a task force to
74 study and provide recommendations on the establishment of heat safety
75 standards for workplaces. The study shall include, but need not be
76 limited to, an examination of (1) best practices to prevent employee
77 exposure to the risk of heat illness, and (2) laws and regulations
78 governing heat safety standards implemented in other states.

79 (b) The task force shall consist of the following members:

80 (1) The chairpersons and ranking members of the joint standing
81 committee of the General Assembly having cognizance of matters
82 relating to labor and public employees, or their designees;

83 (2) One appointed by the speaker of the House of Representatives,
84 who is a member of an organization that advocates for the prevention
85 of sudden death from exertional heat stroke;

86 (3) One appointed by the president pro tempore of the Senate;

87 (4) One appointed by the majority leader of the House of
88 Representatives;

89 (5) One appointed by the majority leader of the Senate;

90 (6) One appointed by the minority leader of the House of
91 Representatives;

92 (7) One appointed by the minority leader of the Senate; and

93 (8) The Labor Commissioner, or the commissioner's designee.

94 (c) Any member of the task force appointed under subdivision (2),
95 (3), (4), (5), (6) or (7) of subsection (b) of this section may be a member
96 of the General Assembly.

97 (d) All initial appointments to the task force shall be made not later
98 than thirty days after the effective date of this section. Any vacancy shall
99 be filled by the appointing authority.

100 (e) The chairpersons of the joint standing committee of the General
101 Assembly having cognizance of matters relating to labor and public
102 employees, or their designees, shall be the chairpersons of the task force.
103 Such chairpersons shall schedule the first meeting of the task force,
104 which shall be held not later than sixty days after the effective date of
105 this section.

106 (f) The administrative staff of the joint standing committee of the
107 General Assembly having cognizance of matters relating to labor and

108 public employees shall serve as administrative staff of the task force.

109 (g) Not later than January 1, 2027, the task force shall submit a report
110 on its findings and recommendations to the joint standing committee of
111 the General Assembly having cognizance of matters relating to labor
112 and public employees, in accordance with the provisions of section 11-
113 4a of the general statutes. The task force shall terminate on the date that
114 it submits such report or January 1, 2027, whichever is later.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	31-40w
Sec. 2	<i>October 1, 2026</i>	31-76b(2)
Sec. 3	<i>from passage</i>	New section

LAB *Joint Favorable*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 27 \$	FY 28 \$
Labor Dept.	GF - Potential Revenue Gain	Minimal	Minimal

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill makes modifications to breastfeeding in the workplace regulations, the definition of "hours worked" with regard to security screenings, and it establishes a task force to study heat safety standards. This results in a potential minimal revenue gain to the Department of Labor (DOL) starting in FY 27.

Section 1 requires employers to provide reasonable break time for breastfeeding employees. This results in a potential minimal revenue gain from civil penalties to the extent violations are found, and penalties are paid¹.

Section 2 modifies the definition of "hours worked" to include the time an employee spends in security screenings required by an employer. This does not result in any fiscal impact as the DOL already recognizes and enforces time spent in security screenings as hours worked.

Section 3 establishes a task force to study heat safety standards for

¹ Under current law, the Department of Labor can assess a civil penalty of \$300. There have not been civil penalties collected over the past few years.

workplaces. This does not result in any fiscal impact to the state as members have the necessary expertise to carry out the requirements of this section.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to violations found and penalties paid.

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)