



Senate

General Assembly

File No. 367

February Session, 2026

Senate Bill No. 440

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 UNEMPLOYMENT FOR STRIKING WORKERS.

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

1 Section 1. Subdivision (3) of subsection (a) of section 31-236 of the
2 general statutes is repealed and the following is substituted in lieu
3 thereof (*Effective October 1, 2026*):

4 (3) During any week in which the administrator finds that the
5 individual's total or partial unemployment is due to the existence of a
6 labor dispute other than a lockout at the factory, establishment or other
7 premises at which the individual is or has been employed, [provided]
8 except that the provisions of this subsection do not apply if it is shown
9 to the satisfaction of the administrator that: (A) For a labor dispute that
10 begins on or after December 14, 2027, such labor dispute has been
11 continuous for fourteen days since the commencement of such labor
12 dispute; (B) (i) the individual is not participating in or financing or
13 directly interested in the labor dispute that caused the unemployment,
14 and [(B)] (ii) the individual does not belong to a trade, class or

15 organization of workers, members of which, immediately before the
 16 commencement of the labor dispute, were employed at the premises at
 17 which the labor dispute occurred, and are participating in or financing
 18 or directly interested in the dispute; or (C) the individual's
 19 unemployment is due to the existence of a lockout. A lockout exists
 20 whether or not such action is to obtain for the employer more
 21 advantageous terms when an employer (i) fails to provide employment
 22 to its employees with whom the employer is engaged in a labor dispute,
 23 either by physically closing its plant or informing its employees that
 24 there will be no work until the labor dispute has terminated, or (ii)
 25 makes an announcement that work will be available after the expiration
 26 of the existing contract only under terms and conditions that are less
 27 favorable to the employees than those current immediately prior to such
 28 announcement; provided in either event the recognized or certified
 29 bargaining agent shall have advised the employer that the employees
 30 with whom the employer is engaged in the labor dispute are ready, able
 31 and willing to continue working pending the negotiation of a new
 32 contract under the terms and conditions current immediately prior to
 33 such announcement;

| | | |
|-------------------------------------------------------------------------------|-----------------|--------------|
| This act shall take effect as follows and shall amend the following sections: | | |
| Section 1 | October 1, 2026 | 31-236(a)(3) |

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. | UITF - Potential Revenue Gain | See Below | See Below |
| Labor Dept. | UITF - Potential Cost | See Below | See Below |
| Labor Dept. | GF - Cost | 205,000 | 210,000 |

Note: UITF=Unemployment Insurance Trust Fund; GF=General Fund

Municipal Impact: None

Explanation

The bill, which makes striking workers eligible for unemployment benefits after they have been on strike for 14 consecutive days, results in a potential cost and potential revenue gain to the Unemployment Insurance Trust Fund, starting in FY 27. In addition, the bill results in a one-time cost of \$415,000 to the General Fund (\$205,000 in FY 27 and \$210,000 in FY 28).

To the extent any striking workers become eligible for unemployment benefits as a result of the bill, this would result in a cost to the trust fund. Subsequent increases in experience ratings by employers would result in increased tax revenue to the trust fund on a lagged basis. The amounts are dependent on striking workers' benefits and affected employers' experience ratings.

Additionally, the bill would require the Labor Department to make technology changes to ReEmployCT, the unemployment insurance administration system, which results in a cost of \$205,000 in FY 27 and \$210,000 in FY 28 (\$415,000 in total).

The Out Years

The annualized ongoing fiscal impact identified above for the trust fund would continue into the future subject to the number of workers and employers affected. There are no fiscal impacts to the General Fund beyond FY 28.

OLR Bill Analysis**SB 440****AN ACT CONCERNING UNEMPLOYMENT FOR STRIKING WORKERS.****SUMMARY**

Current law generally disqualifies unemployment benefit claimants during any week in which their unemployment resulted from a labor dispute. For labor disputes that start on or after December 14, 2027, this bill lifts this disqualification once the dispute has lasted for 14 continuous days.

Existing law similarly allows claimants to qualify for benefits during a labor dispute, with no waiting period, if the (1) unemployment is caused by a lockout (for example, 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 participating in, financing, or directly interested in the dispute (for example, non-union employees at a business temporarily closed by a strike).

By law, unchanged by the bill, to be eligible for unemployment benefits a claimant generally must (1) file and claim and register as required by the Department of Labor; (2) be able to work, available for work, and making reasonable efforts to obtain work; and (3) have earned a certain amount of wages prior to their unemployment (CGS § 31-235).

EFFECTIVE DATE: October 1, 2026

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/19/2026)