



General Assembly

February Session, 2026

Raised Bill No. 345

LCO No. 1201



Referred to Committee on LABOR AND PUBLIC
EMPLOYEES

Introduced by:
(LAB)

***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 Section 31-40w of the general statutes is repealed and the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31 repealed and the following is substituted in lieu thereof (*Effective October*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*