# Senate

General Assembly

**File No. 277**

***January Session, 2025***

Senate Bill No. 829

*Senate, March 27, 2025*

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 PRE AND POST-SHIFT HOURS.*

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

Section 1. Subdivision (2) of section 31-76b of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2025*):

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

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

| This act shall take effect as follows and shall amend the following sections: | | |
|---|---|---|
| Section 1 | *October 1, 2025* | 31-76b(2) |

***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:*** None

***Municipal Impact:*** None

### *Explanation*

The bill, which modifies the definition of "hours worked" to include the time an employee spends in security screenings required by an employer, does not result in any fiscal impact as the Department of Labor already recognizes and enforces time spent in security screenings as hours worked.

### *The Out Years*

***State Impact:*** None

***Municipal Impact:*** None

**OLR Bill Analysis**

**SB 829**

***AN ACT CONCERNING PRE AND POST-SHIFT HOURS.***

## SUMMARY

This bill 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.

EFFECTIVE DATE: October 1, 2025

## COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable
Yea 13 Nay 0 (03/13/2025)