



# Senate

General Assembly

**File No. 474**

February Session, 2026

Substitute Senate Bill No. 438

*Senate, April 7, 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 substitute bill ought to pass.

## **AN ACT REGULATING SELF-CHECKOUT STATIONS IN GROCERY STORES.**

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

1 Section 1. (NEW) (*Effective October 1, 2026*) (a) As used in this section:

2 (1) "Grocery store" means any store that derives a majority of such  
3 store's retail sales from groceries;

4 (2) "Groceries" includes (A) any raw or processed food or beverage  
5 intended for human consumption, and (B) when sold by a retailer that  
6 also sells food and beverages, (i) prescription and over-the-counter  
7 drugs, (ii) personal care and hygiene items, and (iii) household  
8 maintenance items. "Groceries" does not include alcoholic beverages  
9 and cannabis products;

10 (3) "Manual checkout station" means a checkout station in which  
11 there is an employee to provide assistance to customers by scanning and  
12 bagging items purchased by customers and taking payment for such

13 customers' purchases; and

14 (4) "Self-checkout station" means an automated checkout station in  
15 which a customer can scan, bag and pay for such customer's items  
16 purchased without employee assistance.

17 (b) Any grocery store that offers a self-checkout station shall:

18 (1) Provide not fewer than one manual checkout station for every two  
19 self-checkout stations offered at a location; and

20 (2) Have not fewer than one employee for every two self-checkout  
21 stations monitoring such stations.

22 (c) No employee assigned to monitor self-checkout stations pursuant  
23 to subdivision (2) of subsection (b) of this section shall be assigned any  
24 other duties while monitoring such stations.

25 (d) No grocery store shall offer more than eight self-checkout stations  
26 at a location at any time.

27 (e) An employee or customer who believes a grocery store has  
28 violated the provisions of this section may file a complaint with the  
29 Labor Commissioner alleging such violation.

30 (f) Upon receipt of a complaint alleging a violation pursuant to  
31 subsection (e) of this section, the commissioner shall promptly  
32 investigate such alleged violation. If the commissioner finds evidence of  
33 such a violation, the commissioner shall immediately notify the grocery  
34 store of such evidence and allegations.

35 (g) If, after thirty days of receiving a notice of a violation of this  
36 section pursuant to subsection (f) of this section, the grocery store fails  
37 to take corrective action, such grocery store may be liable to the Labor  
38 Department for a civil penalty equal to a full day of wages, based on the  
39 highest wage paid to a retail clerk at such grocery store, for each day in  
40 which the violation continues.

41 (h) The commissioner may adopt regulations, in accordance with the

42 provisions of chapter 54 of the general statutes, to implement the  
43 provisions of this section.

44 (i) No grocery store shall discharge, or in any manner discriminate or  
45 retaliate against, any employee or customer who in good faith makes a  
46 complaint pursuant to subsection (e) of this section. An employee or  
47 customer who believes a grocery store violated the provisions of this  
48 subsection may bring a civil action in the Superior Court to recover  
49 damages and such injunctive relief as the court deems appropriate.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2026	New section

**Statement of Legislative Commissioners:**  
In Subsec. (f), "alleged" was deleted for accuracy.

**LAB** Joint Favorable Subst. -LCO

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	See Below	See Below

Note: GF=General Fund

**Municipal Impact:** None

**Explanation**

The bill establishes requirements for grocery store self-checkout stations and allows employees or customers to file complaints<sup>1</sup> regarding violations with the Department of Labor (DOL). This results in a potential revenue gain for the DOL to the extent that grocery stores fail to take corrective actions upon found violations and therefore subject to civil penalties<sup>2</sup>.

The bill also prohibits retaliation against employees or customers that file complaints to the DOL and allows aggravated parties to bring civil action in Superior Court. This does not result in a fiscal impact to the Judicial Department. The court system disposes of over 250,000 cases annually and the number of cases is not anticipated to be great enough to need additional resources.

**The Out Years**

The annualized ongoing fiscal impact identified above would

<sup>1</sup> It is expected the agency can accommodate any potential workload increases within available resources.

<sup>2</sup> The penalty is equal to a full day of wages, based on the highest wage paid to a retail clerk at such grocery store, for each day the violation continues.

continue into the future subject to the occurrence of violations and the collection of associated penalties.

**OLR Bill Analysis****sSB 438*****AN ACT REGULATING SELF-CHECKOUT STATIONS IN GROCERY STORES.*****SUMMARY**

This bill requires grocery stores with self-checkout stations to have at least one manual checkout station for every two self-checkout stations, and at least one employee monitoring every two self-checkout stations. It prohibits the stores from (1) assigning employees to any other duties while they are monitoring the self-checkout stations and (2) offering more than eight self-checkout stations at a location.

The bill allows employees or customers to file a complaint about a violation of the bill with the labor commissioner. Upon receiving a complaint, the commissioner must promptly investigate and immediately notify the store if she finds evidence of a violation. Under the bill, if the grocery store does not correct the violation within 30 days after receiving the notice, it may be liable to the labor department for a civil penalty equal to a full day of wages for the store's highest paid retail clerk for each day that the violation continues. (The bill does not further specify what a "full day" or "retail clerk" is for determining this penalty.)

The bill also prohibits grocery stores from discharging, or discriminating or retaliating against, an employee or customer who makes a good faith complaint under the bill. It allows an employee or customer who believes that a store did so to sue in Superior Court for damages and injunctive relief.

Lastly, the bill allows the labor commissioner to adopt regulations to implement the bill's provisions.

EFFECTIVE DATE: October 1, 2026

**GROCERY STORES & CHECKOUT STATIONS**

Under the bill, a “grocery store” is any store that derives most of its retail sales from “groceries,” which include (1) any raw or processed food or beverage intended for human consumption and (2) when sold by a retailer that also sells food and beverages, (a) prescription and over-the-counter drugs, (b) personal care and hygiene items, and (c) household maintenance items. “Groceries” do not include alcoholic beverages and cannabis products.

A “manual checkout station” is a checkout station with an employee to help customers by scanning and bagging their purchased items and taking payment for their purchases. A “self-checkout station” is an automated checkout station where a customer can scan, bag, and pay for their purchased items without employee assistance.

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 9      Nay 4      (03/19/2026)