General Assembly

Raised Bill No. 345

February Session, 2026

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:

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 Section 31-40w of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

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

(b) An employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where the employee can express **[**her**]** such employee's milk in private, and provided there is no undue hardship, such room or other location shall (1) be free from intrusion and shielded from the public while such employee expresses breast milk, (2) include or be situated near a refrigerator or employee-provided portable cold storage device

in which the employee can store **[**her**]** such employee's breast milk, and (3) include access to an electrical outlet.

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

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

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 Subdivision (2) of section 31-76b of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(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.

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.

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

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

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

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

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

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

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

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

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

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

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

(e) The chairpersons of the joint standing committee of the General Assembly having cognizance of matters relating to labor and public employees, or their designees, shall be the chairpersons of the task force. Such chairpersons shall schedule the first meeting of the task force, which shall be held not later than sixty days after the effective date of 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	*October 1, 2026*	31-40w
Sec. 2	*October 1, 2026*	31-76b(2)
Sec. 3	*from passage*	New section

Statement of Purpose:

To (1) align state and federal law regarding break times for the purpose of breastfeeding or expressing milk during the work day, (2) include security screenings required by an employer in the definition of "hours worked" for purposes of chapter 558 of the general statutes, and (3) establish a task force to study and provide recommendations for the establishment of heat safety standards in the workplace.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]