

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: SB-408

Title: AN ACT CONCERNING PRE AND POST SHIFT HOURS.

Vote Date: 3/19/2024

Vote Action: Joint Favorable

PH Date: 3/12/2024

File No.:

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SPONSORS OF BILL:

Labor & Public Employees Committee

REASONS FOR BILL:

This bill amends the definition of "hours worked" to include any time that workers spend in security screening required by employers. This bill is intended to ensure that employers are paying workers for time they are forced to be on company premises, specifically time that workers are spending in security screenings. The statutes of this bill is already law under 31-76b but in recent years many workers are reporting that employers are not compensating employees for time in security checks. This bill would make it clear in law and to employers that employees must be paid for this time.

RESPONSE FROM ADMINISTRATION/AGENCY:

Danté Bartolomeo, Commissioner, CT Department of Labor: Bartolomeo offers comment on the bill stating the bill would amend the definition of hours worked by including the time that employees are going through security screenings. The CTDOL already considers wait time as apart of employees wait time which is already time that employees are expected to pay. This bill would not impact the CTDOL in terms of enforcement.

NATURE AND SOURCES OF SUPPORT:

Martin Looney, Senate President Pro Tempore, CGA: Looney voices his support of the bill stating that this bill would clarify to companies that time when an employee is forced to be on the premises is time that must be paid. Looney adds this bill is already law under 31-76b but given the actions of some employers he believes that the law should be clarified.

Ed Hawthorne, President, AFL-CIO: Hawthorne voices his support of the bill citing the experience of many workers who were undergoing lengthy screening processes without being paid. Hawthorne specifically mentions Amazon as a company that was engaging in this practice and because of lack of clarity within CT law Amazon was able to successfully win a lawsuit for refusing to pay workers during this time. If CT amend hours work in CT statute to include this time is would create clarity in future legal battles and would help workers be properly compensated for the time they are giving to companies.

NATURE AND SOURCES OF OPPOSITION:

None Provided

Reported by: Noah Gulla

Date: 3/27/204