



General Assembly

February Session, 2024

Raised Bill No. 408

LCO No. 2538



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT CONCERNING PRE AND POST SHIFT HOURS.

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

1 Section 1. Subdivision (2) of section 31-76b of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective October*
3 *1, 2024*):

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

17 (C) When an employee is subject to call for emergency service but is not
18 required to be at a location designated by the employer but is simply
19 required to keep the employer informed as to the location at which he
20 may be contacted, or when an employee is not specifically required by
21 his employer to be subject to call but is contacted by his employer or on
22 the employer's authorization directly or indirectly and assigned to duty,
23 working time shall begin when the employee is notified of his
24 assignment and shall end when the employee has completed his
25 assignment. (D) Notwithstanding the provisions of this subdivision,
26 when an individual employed by a third-party provider to provide
27 "companionship services", as defined in the regulations of the federal
28 Fair Labor Standards Act, is required to be present at a worksite for a
29 period of not less than twenty-four consecutive hours, such individual
30 and his or her employer may agree in writing to exclude a regularly
31 scheduled sleeping period of not more than eight hours from hours
32 worked, provided (i) adequate on-site sleeping facilities are furnished
33 to such individual, and (ii) such individual receives at least five hours
34 of sleep time. If the scheduled sleeping period is more than eight hours,
35 only eight hours will be excluded. If the scheduled sleeping period is
36 interrupted by an assignment to work, the interruption shall be counted
37 as hours worked. If such individual does not receive at least five hours
38 of sleep time during the scheduled sleeping period, the entire sleeping
39 period shall be considered hours worked. The provisions of this
40 subparagraph shall be effective on and after the effective date of the
41 United States Department of Labor's Final Rule concerning the
42 Application of the federal Fair Labor Standards Act to Domestic Service
43 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, 2024	31-76b(2)

Statement of Purpose:

To amend the definition of "hours worked" by including the time an employee spends in security screenings required by an employer for purposes of chapter 558 of the general statutes.

[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.]