



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2 repealed and the following is substituted in lieu thereof (*Effective October*  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)

**LAB**      *Joint Favorable*