



# Governor Ned Lamont

## Fact Sheet: 2025 Legislative Proposal

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### SENATE BILL 1254

#### *AN ACT ESTABLISHING ADDITIONAL PROTECTIONS FOR WAREHOUSE WORKERS*

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### **The Current Situation**

Advancements in technology over the years have drastically altered what a day at work looks like to an individual. New advances mean that worker productivity can be measured down to the second. While this change may increase consumer convenience, the experience for workers under strict time-based quotas can be very different. Bad actors can use quotas to make the workplace a dystopia, where every second away from productivity can cost workers pay or lead to adverse employment action.

### **Governor Lamont's Solution**

Institute a basic set of rules around workplace quotas for warehouse distribution center employees. These guidelines will ensure that workers know how they're measured and can use the bathroom or take scheduled meal breaks without fear of retaliation.

The proposal applies to any nonexempt employee working at a warehouse distribution center with 250 or more employees at one site or with 1,000 or more employees statewide.

An employer operating such a facility must provide employees with a description of any quotas they are subject to, and with the opportunity to review current and historical work speed data. Employees must be informed of changes in quotas or in measurement of work speed data. Quotas must not prevent workers from taking scheduled meal breaks or interfere with



bathroom usage, and breaks cannot count against a worker unless they are required to remain on call.

Employers must maintain accurate records of individual and aggregate work speed data and of the quota notifications required under the bill, and employees can request this data.

Employers may not take adverse action against an employee for failing to satisfy a quota for which the employee does not have notice, or which violates the rules in the proposal. Employers also may not retaliate against employees for asking for data, or for suing to allege a violation of their rights under the proposal.

The proposal is enforced via private civil action or via the Attorney General. The Workers' Compensation Commission will monitor injury rates at warehouse distribution centers and forward data of employers with excessive injuries to the Department of Labor.