



AN ACT CONCERNING WORKING HOURS OF CERTAIN HOSPITAL EMPLOYEES.

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

1 (NEW) (a) As used in this section:

2 (1) "Employee" means an individual employed by a hospital who is
3 involved in direct patient care services and who receives an hourly
4 wage; and

5 (2) "Hospital" shall have the same meaning as set forth in section
6 19a-490 of the general statutes.

7 (b) No hospital may require an employee to work in excess of a
8 predetermined scheduled work shift agreed to by the employee,
9 provided such scheduled work shift shall be determined and
10 promulgated not less than forty-eight hours prior to the
11 commencement of such scheduled work shift. Any employee may
12 volunteer or agree to work hours in addition to such scheduled work
13 shift, provided the refusal by an employee to accept such additional
14 hours shall not be grounds for discrimination, dismissal, discharge or
15 any other penalty or employment decision adverse to the employee.

16 (c) The provisions of this section shall not apply: (1) To any
17 employee participating in a surgical procedure until such procedure is
18 completed; (2) to any employee working in a critical care unit until

19 such employee is relieved by another employee who is commencing a
20 scheduled work shift; and (3) in the case of an institutional emergency,
21 including, but not limited to, adverse weather conditions, catastrophe
22 or widespread illness, that in the opinion of the hospital administrator
23 will significantly reduce the number of employees available for a
24 scheduled work shift, provided the hospital administrator has made a
25 good faith effort to mitigate the impact of such institutional emergency
26 on the availability of employees.

PH *Joint Favorable Subst.*