



General Assembly

Amendment

February Session, 2002

LCO No. 3914

HB0506103914HR0

Offered by:

REP. WARD, 86th Dist.
REP. CAFERO, 142nd Dist.
REP. FLAHERTY, 68th Dist.
REP. BELDEN, 113th Dist.

To: Subst. House Bill No. 5061

File No. 563

Cal. No. 222

"AN ACT CONCERNING THE EMPLOYEES' REVIEW BOARD."

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- 1 After the last section, insert the following:
- 2 "Sec. 3. (NEW) (*Effective October 1, 2002*) (a) As used in this section:
- 3 (1) "Employer" means a person engaged in business who has
- 4 employees, including the state and its political subdivisions.
- 5 (2) "Employee" means any person engaged in service to an employer
- 6 in a business of the employer for at least seven hours per day and at
- 7 least thirty-five hours per week, or who is otherwise considered by the
- 8 employer to be a full-time employee.
- 9 (3) "Person" means one or more individuals, partnerships,
- 10 associations, corporations, limited liability companies, business trusts,
- 11 legal representatives or any organized group of persons.

12 (b) Notwithstanding the provisions of sections 5-278 and 7-474 of
13 the general statutes or the terms of any collective bargaining
14 agreement, each employee shall have the right to negotiate a flex-time
15 schedule with the employee's employer independent of the employee's
16 designated collective bargaining representative, if any.

17 (c) No employer shall be required to accept a flex-time schedule
18 proposed by an employee if such schedule (1) includes hours outside
19 of the employer's normal hours of operation, (2) includes hours when
20 the functions performed by the employee are not required by the
21 employer, (3) will result in decreased productivity, (4) is inconvenient
22 for, or will cause a decrease in service to, clients or customers of the
23 employer, (5) will be burdensome or costly to the employer with
24 respect to security or supervision, (6) will limit the ability of the
25 employer to maintain adequate staffing levels, or (7) is otherwise
26 incompatible with the needs of the employer."