



Senate

General Assembly

February Session, 2004

File No. 222

Senate Bill No. 331

Senate, March 24, 2004

The Committee on Labor and Public Employees reported through SEN. PRAGUE of the 19th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

AN ACT CONCERNING LEAVE FOR EMPLOYEES RESPONDING TO EMERGENCY CALLS.

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

1 Section 1. (NEW) (*Effective October 1, 2004*) Any employee who is an
2 active volunteer firefighter or member of a volunteer ambulance
3 service or company (1) may, with employer authorization, be
4 permitted to leave work in order to respond to fire calls or ambulance
5 calls during such employee's regular hours of employment without
6 loss of pay, vacation time, sick leave or earned overtime accumulation,
7 or (2) shall be permitted to respond to such calls prior to reporting for
8 work without such prior employer authorization and without loss of
9 pay, vacation time, sick leave or earned overtime accumulation,
10 provided in either case, if requested by the employer, such employee
11 submits a written statement from the chief of the volunteer fire
12 department or the medical director or chief administrator of the
13 volunteer ambulance service or company verifying that such employee
14 responded to a fire or ambulance call and specifying the date, time and

15 duration of such response. For purposes of this section, "employer"
16 means a person engaged in business who has employees, excluding
17 the state and its political subdivisions, and "employee" means any
18 person engaged in service to an employer in a business of the
19 employer.

| | |
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| This act shall take effect as follows: | |
| Section 1 | <i>October 1, 2004</i> |

LAB *Joint Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

OFA Fiscal Note

State Impact: None

Municipal Impact: None

Explanation

This bill, which allows private sector employees who are active volunteer firefighters or volunteer ambulance company members to receive full pay for any regular work hours spent responding to a fire or ambulance call, will have no fiscal impact to the state.

OLR Bill Analysis

SB 331

AN ACT CONCERNING LEAVE FOR EMPLOYEES RESPONDING TO EMERGENCY CALLS**SUMMARY:**

This bill entitles private sector employees who are volunteer firefighters or volunteer ambulance company members to receive full pay for any regular work hours spent responding to a fire or ambulance call without employer permission if they respond before reporting to work. It also permits an employee to leave work to respond to such a call if his employer approves. The bill prohibits the loss of vacation time, sick leave, or accumulated overtime in these situations. By law, these leave protections are provided to state employees who are volunteer firefighters or volunteer ambulance company members, and all employers are banned from firing or discriminating against such volunteers for missing work because they responded to a fire or ambulance call.

The bill also requires an employee, at his employer's request, to provide written verification from the volunteer fire chief or ambulance company head stating the date, time, and duration of the fire or call and confirming the employee's response. Once requested, the written verification is required for the employee to receive pay for the hours missed.

EFFECTIVE DATE: October 1, 2004

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Report

Yea 13 Nay 1