



General Assembly

February Session, 2006

Amendment

LCO No. 4345

HB0501104345HRO

Offered by:

REP. HETHERINGTON, 125th Dist.

To: Subst. House Bill No. 5011

File No. 456

Cal. No. 304

"AN ACT EXTENDING FAMILY AND MEDICAL LEAVE TO FOSTER PARENTS WHO ARE STATE EMPLOYEES."

1 After the last section, add the following and renumber sections and
2 internal references accordingly:

3 "Sec. 501. Subsection (a) of section 2-3a of the general statutes is
4 repealed and the following is substituted in lieu thereof (*Effective*
5 *October 1, 2006*):

6 (a) No employer of twenty-five or more persons shall discriminate
7 against, discipline or discharge any employee because such employee
8 (1) is a candidate for the office of representative or senator in the
9 General Assembly, (2) holds such office, (3) is a member-elect to such
10 office, or (4) loses time from work in order to perform duties as such
11 representative, senator or member-elect, provided the failure of such
12 employer to pay wages or salaries for any such time lost shall not be
13 considered a violation of this section. Such employee shall solely
14 determine the activities which constitute duties as such representative,
15 senator or member-elect, as applicable, as provided in this section. No

16 employee under this section shall lose any seniority status which may
17 have accrued to him. [and, where] Where the function of such
18 employee is performed in work shifts, such employee shall be given a
19 choice of shifts, provided such choice of shifts shall be given at a time
20 that reasonably allows adjustment of the schedules of the employee
21 and employer to accommodate both the duties of such employee as a
22 representative, senator or member-elect and the proper functioning of
23 the employer's operations, taking into account the timeframes within
24 which meetings and hearings of the General Assembly are scheduled.
25 During any regular legislative session, the employee shall not be
26 required to choose a shift more than two weeks in advance of the time
27 such shift is to be worked and, during any special legislative session,
28 the employee shall not be required to choose a shift more than one
29 week in advance of the time such shift is to be worked."