



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

SB 359 AN ACT CONCERNING EMPLOYER NOTICE TO EMPLOYEES REGARDING MANDATORY OVERTIME.

Under this bill, the State of Connecticut, as well as any other employer of more than twenty-five (25) employees, would be required to provide twenty-four hour advance notice to any employee of overtime. If twenty-four (24) advance notice were not supplied, the employee could not be required to work overtime of more than eight (8) hours per pay period.

While no employer wants to require their employees to work overtime, events sometimes make the practice unavoidable. For example, in the Department of Correction if ten (10) employees call out sick immediately before the start of their shift and there are insufficient staff who volunteer to work overtime, the requisite number of staff may be required to work overtime in order to ensure the safety of the inmates, staff and public. The same would be true in the Department of Mental Health and Addiction Services or the University of Connecticut Health Center. The passage of this law would require any agency (especially those that provide service on a 24/7 basis) to add additional staff at significant cost in order to ensure the safety of the clients, staff and public to cover for these unforeseen and unforeseeable circumstances. Regrettably, there are occasions where employees are required to work unanticipated overtime.

The Office of Policy and Management is not in favor of this bill.