



General Assembly

**Substitute Bill No. 747**

January Session, 2017

\* \_\_\_\_\_SB00747LAB\_\_\_\_031317\_\_\_\_\_\*

**AN ACT PROHIBITING "ON-CALL" SHIFT SCHEDULING FOR EMPLOYEES.**

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

1 Section 1. (NEW) (*Effective October 1, 2017*) (a) For the purposes of  
2 this section:

3 (1) "Employee" means employee, as defined in section 31-58 of the  
4 general statutes. "Employee" does not include any health care  
5 employee, as defined in section 19a-490q of the general statutes, or any  
6 temporary or day worker, as defined in section 31-57r of the general  
7 statutes;

8 (2) "Employer" means employer, as defined in section 31-58 of the  
9 general statutes; and

10 (3) "Shift" means the consecutive hours an employer requires an  
11 employee to work or to be on call to work, provided a break of one  
12 hour or less shall not be considered an interruption of consecutive  
13 hours.

14 (b) Each employer shall provide not less than twenty-four-hours'  
15 notice to an employee of such employee's shift.

16 (c) Nothing in subsection (b) of this section shall be construed to

17 prohibit an employer from adopting policies related to scheduling that  
18 are more beneficial to an employee than those required pursuant to  
19 said subsection.

20 (d) Nothing in subsection (b) of this section shall be construed to  
21 diminish the obligation of an employer to comply with any contract,  
22 collective bargaining agreement, employment benefit plan or other  
23 agreement providing policies that are more beneficial to an employee  
24 than those required herein.

25 (e) Nothing in subsection (b) of this section shall prohibit an  
26 employee from working a shift for which such employee received less  
27 than twenty-four-hours' notice from the employer provided such shift  
28 is mutually agreed upon by the employee and the employer.

29 (f) The Labor Commissioner may adopt regulations in accordance  
30 with the provisions of chapter 54 of the general statutes to provide for  
31 the implementation and enforcement of the provisions of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2017	New section

**LAB**      *Joint Favorable Subst.*