



General Assembly

Amendment

January Session, 2017

LCO No. 6333



Offered by:
SEN. KENNEDY, 12th Dist.

To: Subst. Senate Bill No. 747

File No. 271

Cal. No. 162

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

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

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

5 (1) "Employee" means any person employed or permitted to work in
6 any occupation in the mercantile trade or restaurant occupations;

7 (2) "Employer" means any employer, as defined in section 31-58 of
8 the general statutes, who employs not less than twenty-five employees
9 in the state and not less than one hundred employees nationwide,
10 including franchises; and

11 (3) "Shift" means the consecutive hours an employer requires an
12 employee to work or to be on call to work, provided a break of one

13 hour or less shall not be considered an interruption of consecutive
14 hours.

15 (b) Any employer who provides less than twenty-four-hours' notice
16 to an employee of such employee's shift, by telephonic or electronic
17 means, shall be subject to the minimum daily earnings guaranteed to
18 such employee, as established in sections 31-62-D1 and 31-62-E1 of the
19 regulations of Connecticut state agencies, as applicable provided:

20 (1) No such employer shall be prohibited from adopting policies
21 related to scheduling that are more beneficial to an employee than
22 those required pursuant to this subsection;

23 (2) Nothing in this subsection shall be construed to diminish the
24 obligation of an employer to comply with any contract, collective
25 bargaining agreement, employment benefit plan or other agreement
26 providing policies that are more beneficial to an employee than those
27 required herein; and

28 (3) The provisions of this subsection shall not apply to any
29 employee who agrees to work a shift of greater than four hours for
30 which such employee received less than twenty-four-hours' notice
31 from the employer."

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