



General Assembly

**Amendment**

January Session, 2017

LCO No. 7023



Offered by:  
SEN. KENNEDY, 12<sup>th</sup> 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 any means, shall be subject  
17 to the minimum daily earnings guaranteed to such employee, as  
18 established in sections 31-62-D1 and 31-62-E1 of the regulations of  
19 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 by  
31 any means from the employer."

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