

TABLE OF CONTENTS

Preliminary Acts in Preparation for Work and Employee's Place of Abode

Definitions 31-275-1

Definitions applicable to Department of Correction employees as
required by section 31-275(1) (G) of the Connecticut General Statutes 31-275-2

Preliminary Acts in Preparation for Work and Employee's Place of Abode

Sec. 31-275-1. Definitions

As used in subdivision (1) of section 31-275 of the general statutes:

(1) "A Preliminary Act" and "Acts In Preparation For Work" mean acts performed prior to the start of the employee's work day, and include, but are not limited to, the following acts, except when undertaken at the express direction or request of the employer:

- (a) Personal activities;
- (b) Household chores;
- (c) Personal grooming or hygiene, such as showering, dressing, brushing teeth, ironing clothes, drying and combing hair, applying makeup, and shaving;
- (d) Preparing meals, including a lunch or snack to take to work;
- (e) Removal of obstacles from one's walkway, driveway or yard, including but not limited to snow, ice, trash cans, recycling containers, or stones, in order to facilitate entry from one's residence onto a public thoroughfare, unless said removal is necessary to accommodate work required by the employer; and
- (f) any other acts necessary in order to prepare oneself for work.

(2) "Employee's place of abode" includes, but is not limited to:

- (a) House, condominium, or apartment;
- (b) Inside of residential structures;
- (c) Garages;
- (d) Common hallways;
- (e) Stairways;
- (f) Driveways;
- (g) Walkways, or
- (h) Yards.

(Adopted effective October 18, 1996)

Sec. 31-275-2. Definitions applicable to Department of Correction employees as required by section 31-275(1)(G) of the Connecticut General Statutes

As used in subparagraph (A)(ii) of subdivision (1) of section 31-275 of the Connecticut General Statutes:

(a) "Departure from place of abode directly to duty" means the direct trip to the employee's place of employment that occurs following the receipt of a direct order informing an employee that he or she is required to report directly to work, regardless of whether the employee is physically at his or her place of residence at the time the communication is received. For employees who receive an order to work a previously unscheduled shift, an employee's trip directly to duty includes any detours immediately essential to the employee's ability to report.

(b) "Direct order" means any communication that informs an employee that he or she must report to work under circumstances in which nonessential employees are excused from working.

(c) "Return directly to place of abode after duty" means the direct trip to the employee's abode following his or her work shift, including any immediately essential detour necessitated by a call to work.

(d) "Two or more mandatory overtime work shifts" means a situation in which an employee is required to work a regular shift and an additional full shift on consecutive days (approximately a 16-hour shift each day), or situations in which

an employee is required to work a regular shift and two consecutive full overtime shifts (approximately one 24-hour shift).

(Adopted effective December 6, 2007)