
OLR Bill Analysis

SB 348

AN ACT CONCERNING PORTAL-TO-PORTAL WORKERS' COMPENSATION COVERAGE FOR PUBLIC WORKS DEPARTMENT EMPLOYEES.

SUMMARY

This bill extends “portal-to-portal” workers’ compensation coverage to public works department employees in three situations: (1) when they are subject to emergency calls while off duty by the terms of their employment, (2) when they are responding to a direct order to appear at their work assignment when non-essential employees are excused from working, or (3) after working two or more mandatory overtime shifts on consecutive days.

With “portal-to-portal” coverage, an injury that occurs while the employee is traveling directly between his or her home and workplace is deemed to have occurred in the course of the employee’s employment, making him or her eligible to receive workers’ compensation benefits for the injury. Under the bill, a “public works department” is a state or municipal department responsible for building, regulating, or maintaining all things in the nature of public works and improvements.

Existing law gives 9-1-1 emergency dispatchers portal-to-portal coverage under the same conditions the bill applies to public works department employees. The law also gives portal-to-portal coverage to (1) Department of Correction employees when they are responding to a direct order to appear at their work assignment when non-essential employees are excused from working or after they have worked two or more mandatory overtime shifts on consecutive days and (2) police officers and firefighters whenever they are traveling directly between home and work.

EFFECTIVE DATE: October 1, 2026

BACKGROUND

Related Bill

sHB 5003, § 8, reported favorably by the Labor and Public Employees Committee, is identical to this bill.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/17/2026)