



**An Bille um Eagrú Ama Oibre (Leasú) (An Ceart chun Dícheangal a  
Dhéanamh), 2020**

**Organisation of Working Time (Amendment) (Right to Disconnect) Bill 2020**

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*Mar a tionscnaíodh*

*As initiated*

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**An Bille um Eagrú Ama Oibre (Leasú) (An Ceart chun Dícheangal a Dhéanamh), 2020**  
**ORGANISATION OF WORKING TIME (AMENDMENT) (RIGHT TO DISCONNECT)**  
**BILL 2020**

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*Mar a tionscnaíodh*  
*As initiated*

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2. Short title

ACT REFERRED TO

Organisation of Working Time Act 1997 (No. 20)



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**An Bille um Eagrú Ama Oibre (Leasú) (An Ceart chun Dícheangal a Dhéanamh), 2020  
ORGANISATION OF WORKING TIME (AMENDMENT) (RIGHT TO DISCONNECT)  
BILL 2020**

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# Bill

*entitled*

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An Act to amend the Organisation of Working Time Act 1997 to establish procedures for an employee's right to disconnect from work-related emails, texts, and calls outside of working hours, and to provide for related matters.

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**Be it enacted by the Oireachtas as follows:**

## **Amendment of section 15 of the Organisation of Working Time Act 1997**

1. The Act of 1997 is amended by the insertion of the following subsection after section 15(5):

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“(6) (a) Every employee shall have the right to disconnect from work-related e-mails, texts or calls outside of working hours.

(b) It shall be the duty of every employer, in consultation with their employees and where applicable their trade union representatives, to put in place a right to disconnect policy to establish the hours when employees are not supposed to send or answer work-related e-mails, texts, or calls.

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(c) The Minister shall within two months of the passing of this Bill produce a report on the right to disconnect that shall include, but is not limited, the following topics:

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(i) ways to minimise out of hours contact;

(ii) ways to establish a standby allowance for any employee required to make himself or herself available to answer work-related e-mails, texts, or calls;

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(iii) ways to deliver an overtime payment for any work undertaken while an employee is subject to standby; and

(iv) ways to ensure the working time for each seven-day period, including overtime and time spent on standby, shall not exceed 48 hours.

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(d) It shall be an offence under this act for an employee to be reprimanded, punished, or otherwise subjected to disciplinary

action if they disregard a work-related communication sent after work-hours, unless already agreed under the terms and conditions of the relevant right to disconnect policy.”

**Short title**

2. This Act may be cited as the Organisation of Working Time (Amendment) (Right to Disconnect) Act 2020. 5



An Bille um Eagrú Ama Oibre (Leasú) (An Ceart chun Dícheangal a Dhéanamh), 2020

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# BILLE

*(mar a tionscnaíodh)*

*dá ngairtear*

Acht do leasú an Achta um Eagrú Ama Oibre, 1997 d'fhonn nósanna imeachta a bhunú maidir le ceart fostaí dícheangal, lasmuigh d'uaireanta oibre, ó ríomhphoist, téacsanna agus glaonna a bhaineann leis an obair, agus do dhéanamh socrú i dtaobh nithe gaolmhara.

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*An Teachta Laoise Uí Raghallaigh a thug isteach,  
2 Samhain, 2020*

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Organisation of Working Time (Amendment)  
(Right to Disconnect) Bill 2020

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# BILL

*(as initiated)*

*entitled*

An Act to amend the Organisation of Working Time Act 1997 to establish procedures for an employee's right to disconnect from work-related emails, texts, and calls outside of working hours, and to provide for related matters.

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*Introduced by Deputy Louise O'Reilly,  
2nd November, 2020*

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