

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: HB-5246

Title: AN ACT EXTENDING RECALL RIGHTS OF CERTAIN LAID-OFF EMPLOYEES.

Vote Date: 3/10/2022

Vote Action: Joint Favorable

PH Date: 3/3/2022

File No.: 78

Disclaimer: *The following JOINT FAVORABLE Report is prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and does not represent the intent of the General Assembly or either chamber thereof for any purpose.*

SPONSORS OF BILL:

Labor and Public Employees Committee

REASONS FOR BILL:

Employers are hiring new workers at lower wages rather than re-calling former employees back to work after the pandemic.

RESPONSE FROM ADMINISTRATION/AGENCY:

None submitted.

NATURE AND SOURCES OF SUPPORT:

CT AFL-CIO, President, David Hawthorne: supports the bill because it is good business sense to re-hire skilled veteran workers who lost their jobs through no fault of their own due to the pandemic. They deserve this fair opportunity.

CT. Women's Education and Legal Fund, MSW Policy Practice System Intern, Emma Heintz: supports the bill because workers deserve the right to re-enter employment in the industry where they are skilled in order to support their families and contribute to the economy. The pandemic has disproportionately impacted works of color.

SEIU Healthcare; supports this bill stating that often employers choose to go with contractors or a staffing agency rather than hire former fulltime employees. These workers deserve to be notified and given first change.

SEIU; supports this bill stating that the absence of workplace representations has led to unnecessary pay scales, sharp increases in healthcare and lack of promotion or workplace mobility. It is stated that this bill would level the playing field.

McDonald's I-95 Interstate Service Plaza, Employee, Milagros Vasquez: supports the bill because employers are using the pandemic as an excuse to replace experienced workers with new ones at lower wages and to stop employees from organizing unions.

CSEA SEIU Local 2001, President, Travis Woodward: supports the bill because it builds on previous legislation providing structure and guidance to employees. It provides relief to workers by getting them back on the job quickly and fairly.

NATURE AND SOURCES OF OPPOSITION:

CT Business and Industry Association, Vice President of Public Policy, Eric Gjede: opposes the bill because it imposes costly requirements on employers. In nearly every case, it is impossible to fulfill these legal obligations.

Self, David Godbout: opposes all bills on the agenda stating they violate his Fourth Amendment Rights.

Reported by: Marie Knudsen

Date: March 22, 2022