

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: HB-6720

AN ACT CONCERNING THE STATE MANAGERIAL EMPLOYEE DEFINITION

Title: FOR PURPOSES OF COLLECTIVE BARGAINING.

Vote Date: 2/28/2023

Vote Action: Joint Favorable

PH Date: 2/23/2023

File No.:

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SPONSORS OF BILL:

Labor and Public Employees Committee

REASONS FOR BILL:

This bill would allow state managerial employees to participate in the collective bargaining process. This would encourage career advancement within state agencies by ensuring that managers would receive collective bargaining benefits.

RESPONSE FROM ADMINISTRATION/AGENCY:

No response was provided from the administration or relevant agency.

NATURE AND SOURCES OF SUPPORT:

Eileen Ego, District Engineer, Connecticut Department of Transportation: She supported this bill on the grounds that it will provide collective bargaining and union representation for an important segment of CT State employees. She commented that her own promotion to her position came with a pay cut, and that allowing managerial employees to collectively bargain would provide them with the opportunity for better pay and increase the incentives for prospective employees to seek these positions.

Ed Hawthorne, President, Connecticut AFL-CIO: He supported this bill on the grounds that many state employees are referred to as “managers”, but they are not authorized to provide any meaningful supervision. He further commented that such employees have been excluded from the right to organize and collectively bargain because they have a title indicating more authority than they possess.

Monika Nugent, President, Managerial and Exempt Employees United: She supported this bill on the grounds that it would allow more groups of employees to have access to collective bargaining and therefore better access to certain rights and benefits. She further commented that managers do not have the same access to training opportunities, opportunities for professional development, access to a sick leave bank, or access to tuition reimbursement.

Anonymous, Public Health Services Manager, Connecticut DPH: They supported this bill as their position was reclassified to a management position when it was formerly non-management/SEBAC. They commented that they do not have a major role in the administration of collective bargaining agreements or major personnel decisions.

NATURE AND SOURCES OF OPPOSITION:

Frank Ricci, Labor Fellow, Yankee Institute: He opposed this bill on the grounds that it will further blur the lines of authority between management and labor. He further commented that Connecticut law already conflates a supervisor's position allowing them to be member of a bargaining unit creating an unintended structural imbalance that limits their effectiveness as supervisors to direct the workforce.

Reported by:

Date: 03/01/2023

Gabriel Marques, Assistant Clerk