



General Assembly

January Session, 2005

***Raised Bill No. 6945***

LCO No. 4601

\*04601\_\_\_\_\_LAB\*

Referred to Committee on Labor and Public Employees

Introduced by:  
(LAB)

***AN ACT CONCERNING NOTICE PERIOD PAY.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsection (c) of section 5-240 of the general statutes is  
2 repealed and the following is substituted in lieu thereof (*Effective*  
3 *October 1, 2005*):

4 (c) An appointing authority may dismiss any employee in the  
5 classified service when the authority considers the good of the service  
6 will be served thereby. A permanent employee shall be given written  
7 notice of such dismissal at least two weeks in advance of the  
8 employee's dismissal, except as hereinafter provided, and a copy of the  
9 same shall be filed with the Secretary of the Office of Policy and  
10 Management or the secretary's designated representative. Such notice  
11 shall set forth the reasons for dismissal in sufficient detail to indicate  
12 whether the employee was discharged for misconduct, incompetence  
13 or other reasons relating to the effective performance of the employee's  
14 duties and shall be prepared in such form and given in such manner as  
15 the Secretary of the Office of Policy and Management prescribes. The  
16 Secretary of the Office of Policy and Management may provide by  
17 regulation for the waiving of advance notice in cases of serious

18 misconduct by an employee affecting the public, the welfare, health or  
19 safety of patients, inmates or state employees or the protection of state  
20 property. Such regulation shall provide for written notice to a  
21 permanent employee who has attained permanent status and shall not  
22 preclude whatever rights any employee may have to appeal. The name  
23 of any such employee dismissed for incompetence or other reasons  
24 relating to the effective performance of the employee's duties shall be  
25 immediately removed from the eligible list in the office of the  
26 Commissioner of Administrative Services. No appointing authority  
27 shall pay any dismissed employee notice period pay or any other  
28 separation pay at a rate that exceeds the dismissed employee's rate of  
29 compensation, at the time of dismissal, for two weeks, or the amount  
30 of notice period provided for in an applicable collective bargaining  
31 agreement.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2005	5-240(c)

**Statement of Purpose:**

To implement the recommendation of the Auditors of Public Accounts concerning notice period pay.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*