



Senate

General Assembly

File No. 299

February Session, 2006

Substitute Senate Bill No. 459

Senate, April 3, 2006

The Committee on Labor and Public Employees reported through SEN. PRAGUE of the 19th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT CONCERNING ACCRUED LEAVE FOR STATE EMPLOYEES SERVING IN THE MILITARY.

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

1 Section 1. Subsection (c) of section 5-259d of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective from*
3 *passage*):

4 (c) Notwithstanding any provision of the general statutes or any
5 public or special act, any state employee who is a member of the
6 armed forces of any state or of any reserve component of the armed
7 forces of the United States and who has been called to active service in
8 the armed forces of any state or the United States for (1) Operation
9 Enduring Freedom, (2) Operation Noble Eagle, (3) a related emergency
10 operation or a military operation whose mission was substantially
11 changed as a result of the attacks of September 11, 2001, or (4) federal
12 action or state action authorized by the Governor in support of the
13 federal Department of Homeland Security's Operation Liberty Shield,

14 military operations that are authorized by the President of the United
 15 States that entail military action against Iraq, or federal action or state
 16 action authorized by the Governor to combat terrorism within the
 17 United States, shall continue to accrue all vacation and sick leave time
 18 to which the employee would be entitled if he or she had continued
 19 working in his or her state position during the time of such active
 20 service, and shall be entitled to a leave of absence with pay as
 21 provided in section 27-33 from the date on which the employee was
 22 called to active service. After the expiration of such leave of absence
 23 with pay, the state employee shall receive part pay for the duration of
 24 such call-up to active service if the compensation received by the state
 25 employee for such active service is less than the employee's base rate
 26 of pay, plus longevity, in the employee's primary position. The state
 27 employee shall not be required to exhaust accrued vacation or sick
 28 time in order to be eligible for the paid leave of absence and part pay
 29 under this subsection.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	5-259d(c)

LAB *Joint Favorable Subst.*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 07 \$	FY 08 \$
Various State Agencies	App Fund - Cost	See Below	See Below

Note: App Fund=All Appropriated Funds

Municipal Impact: None

Explanation

This bill allows state employees who are serving military duty under certain conditions to accrue vacation and sick time while on military leave. This bill will result in a cost to the state.

The cost to the state is the cost of providing each employee the accrued vacation and sick time benefit. This cost would depend on how many state employees are on military leave¹ and the duration of the military leave. Most state employees accrue 1 ¼ vacation days each month and 1 ¼ sick days each month.

Under the bill, for example, if a state employee earning \$50,000 annually is allowed to accrue vacation and sick time while on military leave the cost to the state would be \$480 per month in vacation and sick time benefits².

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

¹ There are approximately 112 state employees currently on military leave.

² The \$50,000 annual salary equates to \$192 per 8 hour workday. \$192 x 2.5 combined vacation and sick days accrued each month = \$480.

OLR Bill Analysis**sSB 459*****AN ACT CONCERNING ACCRUED LEAVE FOR STATE EMPLOYEES SERVING IN THE MILITARY.*****SUMMARY:**

This bill gives a state employee called up to active military service in the National Guard or the military reserves vacation and sick leave accrual for the entire period of active service rather than just the first 30 days. It applies to an employee called to duty for (1) federal or state post 9-11 anti-terrorism or homeland security-related duty or (2) the Afghanistan or Iraq wars.

Currently a guard member or reservist accrues such time during the first 30 days of active duty because he receives full state pay during that time. By law, a state employee called to active duty receives partial state pay (to make up the difference between his military pay and his state pay, if any) for any active service time beyond 30 days.

Existing law and the bill cover state employees who are guard members in other states.

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 13 Nay 0 (03/16/2006)