



TESTIMONY
OF THE
CONNECTICUT CONFERENCE OF MUNICIPALITIES
TO THE
JUDICIARY COMMITTEE

March 26, 2007

The Connecticut Conference of Municipalities appreciates the opportunity to testify on the following bill of interest to towns and cities:

S.B. 1447, “An Act Concerning Family and Medical Leave for Municipal Employees”

S.B. 1447 would mandate that towns and cities grant certain municipal employees benefits in accordance with the state Family Medical Leave Act (FMLA), which is part of the state personnel act. Under current law, municipalities already fall under the purview of the federal FMLA. Therefore, S.B. 1447 would unnecessarily subject municipalities to both federal and state FMLA standards for their employees – thus, creating potential policy conflicts in employee leave benefits. S.B. 1447 is also unclear with regard to how this mandate would affect leave policies for part-time municipal employees.

CCM is unaware of a statewide problem that would require the General Assembly to define certain municipal employees as being subject to provisions of the state personnel act.

On a similar proposal from a previous session, the Office of Fiscal Analysis identified this mandate as a potentially costly “STATE MANDATE” on municipalities.

CCM urges the Committee to consider the impact this bill would have on first responder staffing. In addition, S.B. 1447 would also disproportionately impact smaller communities, which may not have the wherewithal to cover employees taking advantage of the extra leave.

CCM is also *concerned about the impact that S.B. 1447 could have on local collective bargaining*. S.B. 1447 would confer a benefit for employees without them having to bargain for such benefit.

CCM urges you to **take no action on S.B. 1447.**

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