



General Assembly

February Session, 2008

Raised Bill No. 5534

LCO No. 1847

01847_____JUD

Referred to Committee on Judiciary

Introduced by:
(JUD)

**AN ACT PROHIBITING DISCRIMINATION ON THE BASIS OF MENTAL
DISABILITY IN STATE CONTRACTS.**

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

1 Section 1. Subsection (a) of section 4a-60 of the 2008 supplement to
2 the general statutes is repealed and the following is substituted in lieu
3 thereof (*Effective October 1, 2008*):

4 (a) Every contract to which the state or any political subdivision of
5 the state other than a municipality is a party shall contain the
6 following provisions: (1) The contractor agrees and warrants that in
7 the performance of the contract such contractor will not discriminate
8 or permit discrimination against any person or group of persons on the
9 grounds of race, color, religious creed, age, marital status, national
10 origin, ancestry, sex, mental retardation, mental disability or physical
11 disability, including, but not limited to, blindness, unless it is shown
12 by such contractor that such disability prevents performance of the
13 work involved, in any manner prohibited by the laws of the United
14 States or of the state of Connecticut. The contractor further agrees to
15 take affirmative action to insure that applicants with job-related
16 qualifications are employed and that employees are treated when

17 employed without regard to their race, color, religious creed, age,
18 marital status, national origin, ancestry, sex, mental retardation,
19 mental disability or physical disability, including, but not limited to,
20 blindness, unless it is shown by such contractor that such disability
21 prevents performance of the work involved; (2) the contractor agrees,
22 in all solicitations or advertisements for employees placed by or on
23 behalf of the contractor, to state that it is an "affirmative action-equal
24 opportunity employer" in accordance with regulations adopted by the
25 commission; (3) the contractor agrees to provide each labor union or
26 representative of workers with which such contractor has a collective
27 bargaining agreement or other contract or understanding and each
28 vendor with which such contractor has a contract or understanding, a
29 notice to be provided by the commission advising the labor union or
30 workers' representative of the contractor's commitments under this
31 section, and to post copies of the notice in conspicuous places available
32 to employees and applicants for employment; (4) the contractor agrees
33 to comply with each provision of this section and sections 46a-68e and
34 46a-68f and with each regulation or relevant order issued by said
35 commission pursuant to sections 46a-56 of the 2008 supplement to the
36 general statutes, 46a-68e and 46a-68f; (5) the contractor agrees to
37 provide the Commission on Human Rights and Opportunities with
38 such information requested by the commission, and permit access to
39 pertinent books, records and accounts, concerning the employment
40 practices and procedures of the contractor as relate to the provisions of
41 this section and section 46a-56 of the 2008 supplement to the general
42 statutes. If the contract is a public works contract, the contractor agrees
43 and warrants that he will make good faith efforts to employ minority
44 business enterprises as subcontractors and suppliers of materials on
45 such public works project. Prior to entering into the contract, the
46 contractor shall provide the state or such political subdivision of the
47 state with documentation in the form of a company or corporate policy
48 adopted by resolution of the board of directors, shareholders,
49 managers, members or other governing body of such contractor to
50 support the nondiscrimination agreement and warranty under

51 subdivision (1) of this subsection. For the purposes of this section,
52 "contract" includes any extension or modification of the contract, and
53 "contractor" includes any successors or assigns of the contractor.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2008</i>	4a-60(a)

Statement of Purpose:

To require a state contractor to agree and warrant that, in the performance of such contract, such contractor will not discriminate or permit discrimination against any person on the basis of mental disability unless it is shown by such contractor that such disability prevents performance of the work involved.

[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.]