



House of Representatives

General Assembly

File No. 68

January Session, 2009

Substitute House Bill No. 6191

House of Representatives, March 16, 2009

The Committee on Labor and Public Employees reported through REP. RYAN of the 139th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

AN ACT CONCERNING IMPACT STATEMENTS FOR MAJOR LAYOFFS OR DISMISSALS OF STATE EMPLOYEES.

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

1 Section 1. (NEW) (*Effective October 1, 2009*) (a) Prior to any major
2 layoff or dismissal of state employees at the recommendation of the
3 Governor, the Secretary of the Office of Policy and Management, or
4 the secretary's designee, shall submit to the General Assembly a
5 written impact statement, in accordance with the provisions of section
6 11-4a of the general statutes, concerning the effect of such layoff on the
7 affected state agency, department, board or commission and any
8 clients or consumers served by such agency, department, board or
9 commission. For purposes of this section, (1) "major layoff or
10 dismissal" means any layoff or dismissal that results in the cumulative
11 loss during any twelve-month period of at least five per cent of the
12 total positions within an agency, department, board or commission but
13 not less than one hundred employees of such agency, department,
14 board or commission; and (2) "state employee" means any employee in

15 the executive, legislative or judicial branch of state government,
16 whether in the classified or unclassified service and whether full or
17 part-time, and any employee of a quasi-public agency, but shall not
18 include a judge of any court, either elected or appointed.

19 (b) The written impact statement required under subsection (a) of
20 this section shall describe the following: (1) The level of service that the
21 agency, department, board or commission will be able to provide as a
22 result of the major layoff or dismissal; (2) the specific plan for the
23 agency, department, board or commission to continue to provide
24 required services after the major layoff or dismissal; (3) whether or not
25 the agency, department, board or commission will be required to hire
26 any outside consultants or independent contractors in order to provide
27 required services after the major layoff or dismissal; (4) the total costs,
28 including the costs of outside consultants or independent contractors,
29 that will be incurred by the agency, department, board or commission
30 in order to continue to provide required services; (5) the number of
31 consumers or residents that will lose services, in whole or in part, as a
32 result of the major layoff or dismissal; (6) a description of the services
33 that will be lost or delayed as a result of the major layoff or dismissal;
34 and (7) the specific impact upon residents currently being served by
35 employees who were subject to the major layoff or dismissal.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2009</i>	New section

LAB *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 10 \$	FY 11 \$
Policy & Mgmt., Off.	GF - None	None	None

Note: GF=General Fund

Municipal Impact: None

Explanation

It is anticipated that the Office of Policy and Management will not incur any additional costs to produce a written statement for the General Assembly on the effect of any major layoff or dismissal of state employees. However, to the extent that compiling and analyzing the information required in the bill delays state employee layoffs or dismissals it will delay the state from realizing such savings associated with the layoff or dismissal.

OLR Bill Analysis**sHB 6191*****AN ACT CONCERNING IMPACT STATEMENTS FOR MAJOR LAYOFFS OR DISMISSALS OF STATE EMPLOYEES.*****SUMMARY:**

This bill requires, before any governor-recommended major layoff or dismissal of state employees takes place, the Office of Policy and Management secretary, or his designee, submit to the General Assembly a written statement on the effect of the employee reduction. The statement must describe the effect the layoff or dismissal will have on the affected agency, department, board, or commission and any clients or consumers it serves.

EFFECTIVE DATE: October 1, 2009

DEFINITIONS

The bill defines a “major layoff or dismissal” as the loss during any 12-month period of (1) at least 5% of the total agency, department, board, or commission positions and (2) at least 100 employees of the agency, department, board, or commission. The bill does not define “position,” but it defines “state employee” as any full- or part-time employee, whether classified or unclassified, in the executive, legislative, or judicial branches and any employee of a quasi-public agency. The definition excludes judges.

REQUIRED PARTS OF THE IMPACT STATEMENT

The bill requires the written impact statement to describe:

1. the level of service that the agency, department, board, or commission will be able to provide as a result of the major layoff or dismissal;

2. the specific plan for the agency, department, board, or commission to continue to provide required services after the layoff or dismissal;
3. whether the agency will be required to hire any outside consultants or contractors in order to provide required services after the layoff or dismissal;
4. the total costs, including the costs of outside consultants or contractors, that will be incurred in order to continue to provide required services;
5. the number of consumers or residents who will lose services, in whole or in part, as a result of the layoff or dismissal;
6. a description of the services that will be lost or delayed as a result of the layoff or dismissal; and
7. the specific impact upon residents currently being served by employees who were laid off.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 9 Nay 2 (03/03/2009)