



General Assembly

January Session, 2009

**Raised Bill No. 6188**

LCO No. 2362

\*02362\_\_\_\_\_LAB\*

Referred to Committee on Labor and Public Employees

Introduced by:  
(LAB)

***AN ACT CONCERNING STATE EMPLOYEES AND VIOLENCE AND BULLYING IN THE WORKPLACE.***

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

1 Section 1. Section 4a-2a of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective October 1, 2009*):

3 (a) For the fiscal year ending June 30, 1999, and each fiscal year  
4 thereafter, the Commissioner of Administrative Services, in  
5 consultation with the Commissioner of Mental Health and Addiction  
6 Services and the Commissioner of Public Safety, shall, within the limits  
7 of available appropriations, provide an appropriate program of  
8 workplace stress and violence awareness, prevention and  
9 preparedness for state employees.

10 (b) On or before January 1, 2010, the Commissioner of  
11 Administrative Services, in consultation with the Commissioners of  
12 Mental Health and Addiction Services, Public Works and Public  
13 Safety, or their designees, shall, within existing budgetary resources,  
14 establish policies and procedures, in accordance with the Violence in  
15 the Workplace Policy and Procedures Manual, dated September 2007,

16 for preventing, reporting, evaluating and investigating complaints of  
17 workplace violence involving state employees.

18 (c) On or before January 1, 2012, and biennially thereafter, the  
19 Commissioner of Administrative Services shall report, in accordance  
20 with section 11-4a, to the Governor and the joint standing committee of  
21 the General Assembly having cognizance of matters relating to labor  
22 summarizing the number of complaints of workplace violence  
23 involving state employees and the outcomes of such complaints for the  
24 preceding two years. Such report shall include recommendations for  
25 administrative or legislative action related to such complaints.

26 Sec. 2. (NEW) (*Effective October 1, 2009*) As used in this section and  
27 section 3 of this act:

28 (1) "Abusive conduct" means conduct or a single act of a state  
29 employee in the workplace that is performed with malice and is  
30 unrelated to the state's legitimate interest that a reasonable person  
31 would find hostile or offensive considering the severity, nature and  
32 frequency of the conduct or the severity and egregiousness of the  
33 single act. Abusive conduct includes, but is not limited to, (A) repeated  
34 infliction of verbal abuse such as the use of derogatory remarks, insults  
35 and epithets; (B) verbal or physical conduct that a reasonable person  
36 would find threatening, intimidating or humiliating; or (C) sabotaging  
37 or undermining a person's work performance;

38 (2) "State employee" shall mean all state agency personnel. It shall  
39 not mean contractors, subcontractors or vendors of this state.

40 Sec. 3. (NEW) (*Effective October 1, 2009*) (a) On or before January 1,  
41 2010, in consultation with the Commissioners of Public Safety, Public  
42 Works, and Mental Health and Addiction Services, or their designees,  
43 and the Secretary of the Office of Policy and Management, or said  
44 secretary's designee, shall, within existing budgetary resources,  
45 establish policies and procedures for preventing, reporting, evaluating  
46 and investigating complaints of abusive conduct occurring in the

47 workplace between state employees.

48 (b) On or before January 1, 2012, and biennially thereafter, the  
49 Commissioner of Administrative Services shall report, in accordance  
50 with section 11-4a of the general statutes, to the Governor and the joint  
51 standing committee of the General Assembly having cognizance of  
52 matters relating to labor, summarizing the number of complaints of  
53 abusive conduct occurring in the workplace between state employees  
54 and the outcomes of such complaints for the preceding two years. Such  
55 report shall include any recommendations for administrative or  
56 legislative action related to such complaints.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2009</i>	4a-2a
Sec. 2	<i>October 1, 2009</i>	New section
Sec. 3	<i>October 1, 2009</i>	New section

**Statement of Purpose:**

To codify the existing policies and procedures for state employees for handling violence in the workplace and add language concerning abusive conduct in the workplace.

*[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.]*