



General Assembly

January Session, 2009

Raised Bill No. 715

LCO No. 2429

02429_____LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

**AN ACT REQUIRING EMPLOYERS TO CITE A REASON FOR
TERMINATION OF THEIR EMPLOYEES.**

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

1 Section 1. (NEW) (*Effective January 1, 2010*) (a) Any employer that
2 terminates an employee shall provide a written notice of the reason or
3 reasons for such termination to the employee at the time of such
4 termination, unless such notice is not required under the terms of an
5 employment agreement executed by the employer and the employee
6 prior to the date of such termination.

7 (b) A copy of the written notice provided by the employer in
8 accordance with subsection (a) of this section shall be retained by the
9 employer for a period of ten years after the date of termination.

10 Sec. 2. Section 31-69a of the general statutes is repealed and the
11 following is substituted in lieu thereof (*Effective January 1, 2010*):

12 (a) In addition to the penalties provided in this chapter and chapter
13 568, any employer, officer, agent or other person who violates any
14 provision of this chapter, or chapter 557 or subsection (g) of section 31-

15 288 or section 1 of this act, shall be liable to the Labor Department for a
16 civil penalty of three hundred dollars for each violation of said
17 chapters and for each violation of subsection (g) of section 31-288 or
18 section 1 of this act, except that any person who violates (1) a stop
19 work order issued pursuant to subsection (c) of section 31-76a, shall be
20 liable to the Labor Department for a civil penalty of one thousand
21 dollars and each day of such violation shall constitute a separate
22 offense, and (2) any provision of section 31-12, 31-13 or 31-14,
23 subsection (a) of section 31-15 or section 31-18, 31-23 or 31-24 shall be
24 liable to the Labor Department for a civil penalty of six hundred
25 dollars for each violation of said sections.

26 (b) The Attorney General, upon complaint of the Labor
27 Commissioner, shall institute civil actions to recover the penalties
28 provided for under subsection (a) of this section. Any amount
29 recovered shall be deposited in the General Fund and credited to a
30 separate nonlapsing appropriation to the Labor Department, for other
31 current expenses, and may be used by the Labor Department to
32 enforce the provisions of chapter 557, this chapter and subsection (g) of
33 section 31-288 and to implement the provisions of section 31-4.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>January 1, 2010</i>	New section
Sec. 2	<i>January 1, 2010</i>	31-69a

Statement of Purpose:

To require employers to provide a reason, in writing, for terminating their employees.

[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.]