



General Assembly

January Session, 2009

Raised Bill No. 1144

LCO No. 5044

05044_____GAE

Referred to Committee on Government Administration and Elections

Introduced by:
(GAE)

AN ACT CONCERNING FLEXIBLE WORK SCHEDULES AND TELECOMMUTING OPTIONS FOR STATE EMPLOYEES.

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

1 Section 1. Section 5-248c of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2009*):

3 (a) The Commissioner of Administrative Services, in conjunction
4 with the Secretary of the Office of Policy and Management, shall
5 implement and facilitate a voluntary schedule reduction program
6 under which permanent state employees may, with the approval of
7 their appointing authority, reduce their weekly hours for an initial six-
8 month period and take unpaid leave [consisting of individual
9 prescheduled days or partial days off] or a proportional reduction in
10 salary, without loss of seniority, benefits, longevity, retirement credit,
11 sick leave, vacation or earned overtime accumulation. No such
12 approved reduction in weekly hours shall result in the shifting or
13 reduction of an employee's responsibilities. Any subsequently
14 approved reduction in weekly hours, beyond said initial six-month
15 period, shall be for a period of not less than six months, as determined

16 by the applicable appointing authority.

17 (b) Any unpaid leave or reduction in salary taken pursuant to this
18 section shall not be construed to affect an employee's qualifications for
19 exemption under chapter 558.

20 (c) [The] Not later than February 1, 2010, the Commissioner of
21 Administrative Services, in conjunction with the Secretary of the Office
22 of Policy and Management, [may] shall adopt regulations, in
23 accordance with the provisions of chapter 54, to implement the
24 provisions of this section.

25 (d) On or before January 1, 2011, and annually thereafter, the
26 Commissioner of Administrative Services shall report, in accordance
27 with the provisions of section 11-4a, to the joint standing committees of
28 the General Assembly having cognizance of government relations and
29 labor on the extent that state employees use the voluntary schedule
30 reduction program implemented pursuant to subsection (a) of this
31 section.

32 Sec. 2. (NEW) (*Effective July 1, 2009*) (a) The Commissioner of
33 Administrative Services, in conjunction with the Secretary of the Office
34 of Policy and Management, shall implement and facilitate a flexible
35 work schedule program under which permanent state employees may,
36 with the approval of their appointing authority, for an initial six-
37 month period, work an hourly schedule that varies from the hourly
38 schedule of other employees within their classification, without loss of
39 seniority, benefits, longevity, retirement credit, sick leave, vacation or
40 earned overtime accumulation. Any subsequently approved flexible
41 work schedule, beyond said initial six-month period, shall be for a
42 period of not less than six months, as determined by the applicable
43 appointing authority.

44 (b) Any flexible work schedule taken pursuant to this section shall
45 not be construed to affect an employee's qualifications for exemption
46 under chapter 558 of the general statutes.

47 (c) The Commissioner of Administrative Services shall develop and
48 implement such flexible work schedule program in cooperation with
49 interested employee organizations, as defined in subsection (d) of
50 section 5-270 of the general statutes.

51 (d) Not later than February 1, 2010, the Commissioner of
52 Administrative Services, in conjunction with the Secretary of the Office
53 of Policy and Management, shall adopt regulations, in accordance with
54 the provisions of chapter 54 of the general statutes, to implement the
55 provisions of this section.

56 (e) Not later than January 30, 2011, and annually thereafter, the
57 Commissioner of Administrative Services shall report, in accordance
58 with the provisions of section 11-4a of the general statutes, to the joint
59 standing committees of the General Assembly having cognizance of
60 matters relating to government administration and labor on the extent
61 that state employees use the flexible work schedule program
62 implemented pursuant to subsection (a) of this section.

63 Sec. 3. (NEW) (*Effective July 1, 2009*) (a) The Commissioner of
64 Administrative Services, in conjunction with the Secretary of the Office
65 of Policy and Management, shall implement and facilitate a phased-in
66 retirement program under which permanent state employees within
67 five years of state retirement eligibility may, with the approval of their
68 appointing authority, reduce their weekly hours and receive a
69 proportional reduction in salary, for an initial six-month period,
70 without loss of seniority, benefits, longevity, retirement credit, sick
71 leave, vacation or earned overtime accumulation. Any subsequently
72 approved reduction in weekly hours and salary, beyond said initial
73 six-month period, shall be for a period of not less than six months, as
74 determined by the applicable appointing authority.

75 (b) Notwithstanding any proportional salary reduction agreed to
76 under a phased-in retirement program implemented pursuant to
77 subsection (a) of this section, any employee working under such an
78 agreement shall earn his or her full salary credit towards retirement.

79 (c) Participation in any phased-in retirement program established
80 pursuant to subsection (a) of this section shall not be construed to
81 affect any employee's qualifications for exemption under chapter 558
82 of the general statutes.

83 (d) The Commissioner of Administrative Services shall develop and
84 implement the phased-in retirement program described in subsection
85 (a) of this section in cooperation with interested employee
86 organizations, as defined in subsection (d) of section 5-270 of the
87 general statutes.

88 (e) Not later than February 1, 2010, the Commissioner of
89 Administrative Services, in conjunction with the Secretary of the Office
90 of Policy and Management, shall adopt regulations, in accordance with
91 the provisions of chapter 54 of the general statutes, to implement the
92 provisions of this section.

93 (f) Not later than January 1, 2011, and annually thereafter, the
94 Commissioner of Administrative Services shall report, in accordance
95 with the provisions of section 11-4a of the general statutes, to the joint
96 standing committees of the General Assembly having cognizance of
97 matters relating to government administration and labor on the extent
98 that state employees use the phased-in retirement program
99 implemented pursuant to subsection (a) of this section and the total
100 cost savings realized under such program.

101 Sec. 4. Section 5-248i of the general statutes is repealed and the
102 following is substituted in lieu thereof (*Effective July 1, 2009*):

103 (a) The Commissioner of Administrative Services [may] shall
104 develop and implement guidelines, in cooperation with interested
105 employee organizations, as defined in subsection (d) of section 5-270,
106 authorizing and facilitating telecommuting and work-at-home
107 programs for state employees where such arrangements are
108 determined to be: [cost] (1) Cost effective, (2) beneficial to the
109 environment, (3) beneficial to the reduction of traffic congestion on the

110 state's roadways, or (4) beneficial to employee productivity.

111 (b) Any employee of a state agency may be authorized to participate
112 in a telecommuting or work-at-home [assignment with the approval of
113 his appointing authority and with the approval of the Commissioner
114 of Administrative Services] program by the head of such state agency.
115 [Approval of such assignment may be granted only where it is
116 determined to be cost effective.] Any initial assignment of an employee
117 of such agency in such program shall be [on a temporary basis only,]
118 for a period not to exceed six months. [and may be extended as
119 necessary] Any subsequent assignment under such program shall be
120 for a period of not less than six months, as determined by the head of
121 such state agency.

122 (c) Each state agency may utilize the Department of Transportation's
123 "Telecommute Connecticut!" service to assist with the design of any
124 such telecommuting or work-at-home program. The Department of
125 Transportation may provide such assistance to any such state agency
126 pursuant to said service.

127 [(c)] (d) The Commissioner of Administrative Services shall report
128 annually to the joint standing committee of the General Assembly
129 having cognizance of matters relating to government administration
130 labor [and public employees] as to the extent of use by employees as
131 provided pursuant to subsections (a) and (b) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	July 1, 2009	5-248c
Sec. 2	July 1, 2009	New section
Sec. 3	July 1, 2009	New section
Sec. 4	July 1, 2009	5-248i

Statement of Purpose:

To implement worker-friendly initiatives that provide the state's aging workforce with flexibility while providing the state with cost savings and benefits to the environment.

[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.]