



General Assembly

Amendment

January Session, 2009

LCO No. 8982

HB0654508982HDO

Offered by:

REP. RYAN, 139th Dist.

SEN. PRAGUE, 19th Dist.

To: Subst. House Bill No. 6545

File No. 915

Cal. No. 397

"AN ACT CONCERNING THE RIGHT TO ORGANIZE FOR CERTAIN EMPLOYEES."

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. Section 5-270 of the general statutes is repealed and the
4 following is substituted in lieu thereof (*Effective from passage*):

5 When used in sections 5-270 to 5-280, inclusive, as amended by this
6 act:

7 [(a)] (1) "Employer" means the state of Connecticut, its executive and
8 judicial branches, including, without limitation, any board,
9 department, commission, institution, or agency of such branches or
10 any appropriate unit thereof and any board of trustees of a state-
11 owned or supported college or university and branches thereof, public
12 and quasi-public state corporation, or authority established by state
13 law, or any person or persons designated by the employer to act in its

14 interest in dealing with employees, but shall not include the State
15 Board of Labor Relations or the State Board of Mediation and
16 Arbitration.

17 [(b)] (2) "Employee" means any employee of an employer, whether
18 or not in the classified service of the employer, except elected or
19 appointed officials other than special deputy sheriffs, board and
20 commission members, disability policy specialists assigned to the
21 Council on Developmental Disabilities [, managerial employees] and
22 confidential employees.

23 [(c)] (3) "Professional employee" means: [(1)] (A) Any employee
24 engaged in work [(A)] (i) predominantly intellectual and varied in
25 character as opposed to routine mental, manual, mechanical or
26 physical work; [(B)] (ii) involving the consistent exercise of discretion
27 and judgment in its performance; [(C)] (iii) of such a character that the
28 output produced or the result accomplished cannot be standardized in
29 relation to a given time period; [(D)] (iv) requiring knowledge of an
30 advanced type in a field of science or learning customarily acquired by
31 a prolonged course of specialized intellectual instruction and study in
32 an institution of higher learning or a hospital, as distinguished from a
33 general academic education or from an apprenticeship or from training
34 in the performance of routine mental, manual or physical processes; or
35 [(2)] (B) any employee who has completed the courses of specialized
36 intellectual instruction and study described in [subsection (c)(1)(D)]
37 subparagraph (A)(iv) of this subdivision and is performing related
38 work under the supervision of a professional person to qualify himself
39 or herself to become a professional employee as defined in [subsection
40 (c)(1)] subparagraph (A) of this subdivision.

41 [(d)] (4) "Employee organization" means any lawful association,
42 labor organization, federation or council having as a primary purpose
43 the improvement of wages, hours and other conditions of employment
44 among state employees.

45 [(e)] (5) "Confidential employee" means any public employee who

46 would have access to confidential information used in collective
47 bargaining.

48 [(f)] (6) "Supervisory employee" means any individual in a position
49 in which the principal functions are characterized by not fewer than
50 two of the following: [(1)] (A) Performing such management control
51 duties as scheduling, assigning, overseeing and reviewing the work of
52 subordinate employees; [(2)] (B) performing such duties as are distinct
53 and dissimilar from those performed by the employees supervised;
54 [(3)] (C) exercising judgment in adjusting grievances, applying other
55 established personnel policies and procedures and in enforcing the
56 provisions of a collective bargaining agreement; and [(4)] (D)
57 establishing or participating in the establishment of performance
58 standards for subordinate employees and taking corrective measures
59 to implement those standards, provided in connection with any of the
60 foregoing the exercise of such authority is not merely of a routine or
61 clerical nature, but requires the use of independent judgment, and
62 such individuals shall be employees within the meaning of [subsection
63 (b)] subdivision (2) of this section. The above criteria for supervisory
64 positions shall not necessarily apply to police or fire departments.

65 [(g)] (7) "Managerial employee" means any individual, excluding
66 the head or deputy head of a state agency or an individual appointed
67 by the Governor or who would have access to confidential information
68 used in collective bargaining, in a position in which the principal
69 functions are characterized by not fewer than two of the following,
70 provided for any position in any unit of the system of higher
71 education, one of such two functions shall be as specified in
72 [subdivision (4) of this subsection: (1)] subparagraph (D) of this
73 subdivision: (A) Responsibility for direction of a subunit or facility of a
74 major division of an agency or assignment to an agency head's staff;
75 [(2)] (B) development, implementation and evaluation of goals and
76 objectives consistent with agency mission and policy; [(3)] (C)
77 participation in the formulation of agency policy; or [(4)] (D) a major
78 role in the administration of collective bargaining agreements or major
79 personnel decisions, or both, including staffing, hiring, firing,

80 evaluation, promotion and training of employees. Such individuals
81 shall be employees within the meaning of subdivision (2) of this
82 section.

83 Sec. 2. Subsection (a) of section 5-278 of the general statutes is
84 repealed and the following is substituted in lieu thereof (*Effective from*
85 *passage*):

86 (a) When an employee organization has been designated, in
87 accordance with the provisions of sections 5-270 to 5-280, inclusive, as
88 amended by this act, as the exclusive representative of employees in an
89 appropriate unit, the employer shall be represented in collective
90 bargaining with such employee organization in the following manner:
91 (1) In the case of an executive branch employer, including the Division
92 of Criminal Justice, by the chief executive officer whether elected or
93 appointed, or his or her designated representative, [;] who shall
94 maintain a close liaison with the legislature relative to the negotiations
95 and the potential fiscal ramifications of any proposed settlement; (2) in
96 the case of a judicial branch employer, by the Chief Court
97 Administrator, or his or her designated representative; and (3) in the
98 case of each segment of the system of higher education, the faculty and
99 professional employees shall negotiate with their own board of
100 trustees or its designated representative.

101 Sec. 3. Section 31-101 of the general statutes is repealed and the
102 following is substituted in lieu thereof (*Effective from passage*):

103 When used in this chapter:

104 (1) "Agent" means the representative of the board who handles all
105 investigations of complaints and violations of this chapter;

106 (2) "Board" means the labor relations board provided for in section
107 31-102;

108 (3) "Commissioner" means the Labor Commissioner or any
109 representative designated by him or her;

110 (4) "Company union" means any committee, employee
111 representation plan or association of employees which exists for the
112 purpose, in whole or in part, of dealing with employers concerning
113 grievances or terms and conditions of employment which the
114 employer has initiated or created or whose initiation or creation he or
115 she has suggested or participated in or the formulation of whose
116 governing rules or policies or the conduct of whose management,
117 policies or elections the employer participates in or supervises or
118 which the employer manages, finances, controls, dominates or assists
119 in maintaining or financing, whether by compensation to anyone for
120 service performed in its behalf or by donating free service, equipment,
121 materials, office or meeting space or anything else of value or by any
122 other means;

123 (5) "Department" means the Labor Department;

124 (6) "Employee" includes, but shall not be restricted to, any
125 individual employed by a labor organization, any individual whose
126 employment has ceased as a consequence of, or in connection with,
127 any current labor dispute or because of any unfair labor practice, and
128 who has not obtained any other regular and substantially equivalent
129 employment, and shall not be limited to the employees of a particular
130 employer; but shall not include any individual employed by his or her
131 parent or spouse or in the domestic service of any person in his or her
132 home, any individual employed only for the duration of a labor
133 dispute or any individual employed as an agricultural worker;

134 (7) "Employer" means any person acting directly or indirectly in the
135 interest of an employer in relation to an employee, but shall not
136 include any person engaged in farming, or any person subject to the
137 provisions of the National Labor Relations Act, unless the National
138 Labor Relations Board has declined to assert jurisdiction over such
139 person, or any person subject to the provisions of the Federal Railway
140 Labor Act, or the state or any political or civil subdivision thereof or
141 any religious agency or corporation, or any labor organization, except
142 when acting as an employer, or any one acting as an officer or agent of

143 such labor organization. An employer licensed by the Department of
144 Public Health under section 19a-490 shall be subject to the provisions
145 of this chapter with respect to all its employees except those licensed
146 under chapters 370 and 379, unless such employer is the state or any
147 political subdivision thereof;

148 (8) "Labor dispute" includes, but shall not be restricted to, any
149 controversy between employers and employees or their
150 representatives concerning terms, tenure or conditions of employment
151 or concerning the association or representation of persons in
152 negotiating, fixing or maintaining, or seeking to negotiate, fix,
153 maintain or change, terms or conditions of employment;

154 (9) "Labor organization" means any organization which exists and is
155 constituted for the purpose, in whole or in part, of collective
156 bargaining, or of dealing with employers concerning grievances, terms
157 or conditions of employment, or other mutual aid or protection, and
158 which is not a company union as defined herein;

159 (10) "Person" includes individuals, partnerships, associations,
160 corporations, limited liability companies, trustees, receivers and legal
161 representatives;

162 (11) "Representative" includes a labor organization or an individual,
163 whether or not employed by the employer or those whom he or she
164 represents;

165 (12) "Unfair labor practice" means only those unfair labor practices
166 listed in section 31-105;

167 (13) "Supervisor" means any individual having authority, in the
168 interest of the employer, to hire, transfer, suspend, lay off, recall,
169 promote, discharge, assign, reward or discipline other employees, or
170 responsibility to direct them, or to adjust their grievances, or
171 effectively to recommend such action, if in connection with the
172 foregoing the exercise of such authority is not of a merely routine or
173 clerical nature, but requires the use of independent judgment, and

174 such individuals shall be "employees" within the meaning of
175 subdivision (6) of this section;

176 (14) "Professional employee" means (A) any employee engaged in
177 work (i) predominantly intellectual and varied in character as opposed
178 to routine mental, manual, mechanical or physical work; (ii) involving
179 the consistent exercise of discretion and judgment in its performance;
180 (iii) of such a character that the output produced or the result
181 accomplished cannot be standardized in relation to a given period of
182 time; and (iv) requiring knowledge of an advanced type in a field of
183 science or learning customarily acquired by a prolonged course of
184 specialized intellectual instruction and study in an institution of higher
185 learning or a hospital, as distinguished from a general academic
186 education or from an apprenticeship or from training in the
187 performance of routine mental, manual or physical processes; or (B)
188 any employee who (i) has completed the courses of specialized
189 intellectual instruction and study described in [clause (iv) of]
190 subparagraph [(A)] (A)(iv) of this subdivision, and (ii) is performing
191 related work under the supervision of a professional person to qualify
192 himself or herself to become a professional employee as defined in said
193 subparagraph (A).

194 Sec. 4. Subdivision (30) of section 5-196 of the general statutes is
195 repealed and the following is substituted in lieu thereof (*Effective from*
196 *passage*):

197 (30) "Managerial employee" means any person presently covered by
198 the existing managerial compensation plan pursuant to [subsection (g)]
199 subdivision (7) of section 5-270, as amended by this act.

200 Sec. 5. Subsection (b) of section 5-200c of the general statutes is
201 repealed and the following is substituted in lieu thereof (*Effective from*
202 *passage*):

203 (b) Upon the completion of the studies referred to in subdivisions
204 (2) and (3) of subsection (a) of this section and the implementation of
205 the results of such studies, collective bargaining negotiations

206 concerning wage changes as a result of objective job evaluations shall
207 commence not later than April 1, 1993. Notwithstanding the provisions
208 of subsection (a) of section 5-278, as amended by this act, such
209 negotiations shall be conducted between the employer, as defined in
210 [subsection (a)] subdivision (1) of section 5-270, as amended by this act,
211 and a coalition committee which represents all state employees who
212 are members of any designated employee organization. The results of
213 any such negotiations shall be implemented as of July 1, 1995. All wage
214 inequities shall be deemed to have been eliminated upon the
215 implementation of such results. Nothing in this subsection shall be
216 deemed to affect any appeal related to any objective job evaluation
217 studies previously taken or allowed or any litigation pending on June
218 25, 1991, or to prohibit the continued use of a point factor value system
219 for the evaluation of newly created job classifications.

220 Sec. 6. Section 5-226f of the general statutes is repealed and the
221 following is substituted in lieu thereof (*Effective from passage*):

222 Notwithstanding the provisions of subsection (d) of section 5-272
223 the employer, as defined in [subsection (a)] subdivision (1) of section 5-
224 270, as amended by this act, and an employee organization, as defined
225 in [subsection (d)] subdivision (4) of [said] section 5-270, as amended
226 by this act, as the exclusive representative of employees in an
227 appropriate unit, may engage in a pilot program to discuss the state
228 classifications and examination system. Neither party may negotiate
229 pursuant to the provisions of section 5-276a, as amended by this act.
230 Any agreement reached by the parties shall be reduced to writing and
231 submitted to the General Assembly pursuant to the provisions of
232 subsection (b) of section 5-278.

233 Sec. 7. Subsection (a) of section 5-248i of the general statutes is
234 repealed and the following is substituted in lieu thereof (*Effective from*
235 *passage*):

236 (a) The Commissioner of Administrative Services may develop and
237 implement guidelines, in cooperation with interested employee

238 organizations, as defined in [subsection (d)] subdivision (4) of section
239 5-270, as amended by this act, authorizing telecommuting and work-
240 at-home programs for state employees where such arrangements are
241 determined to be cost effective.

242 Sec. 8. Subsection (a) of section 5-276a of the general statutes is
243 repealed and the following is substituted in lieu thereof (*Effective from*
244 *passage*):

245 (a) In the event that either the employer, as defined in [subsection
246 (a)] subdivision (1) of section 5-270, as amended by this act, or a
247 designated employee organization, as defined in [subsection (d)]
248 subdivision (4) of [said] section 5-270, as amended by this act, may
249 desire negotiations with respect to an original or successor collective
250 bargaining agreement, such party, not more than three hundred thirty
251 days prior to the expiration of the existing collective bargaining
252 agreement or less than one hundred fifty days prior thereto, shall serve
253 written notice thereof upon the other party. Negotiations shall
254 commence within thirty days of such service. Negotiations as to wage
255 reopeners shall commence within twenty days of receipt by one party
256 of a written notice with respect thereto, served in accordance with the
257 provisions of any such reopener in the affected contract or, if none is
258 stated therein, not more than sixty days or less than thirty days prior to
259 the effective date of such reopener.

260 Sec. 9. Subdivision (7) of section 9-601 of the general statutes is
261 repealed and the following is substituted in lieu thereof (*Effective from*
262 *passage*):

263 (7) "Organization" means all labor organizations, (A) as defined in
264 the Labor-Management Reporting and Disclosure Act of 1959, as from
265 time to time amended, or (B) as defined in subdivision (9) of section
266 31-101, as amended by this act, employee organizations as defined in
267 [subsection (d)] subdivision (4) of section 5-270, as amended by this
268 act, and subdivision (6) of section 7-467, bargaining representative
269 organizations for teachers, any local, state or national organization, to

270 which a labor organization pays membership or per capita fees, based
271 upon its affiliation or membership, and trade or professional
272 associations which receive their funds exclusively from membership
273 dues, whether organized in or outside of this state, but does not mean
274 a candidate committee, party committee or a political committee.

275 Sec. 10. Section 32-23e of the general statutes is repealed and the
276 following is substituted in lieu thereof (*Effective from passage*):

277 To accomplish the purposes of the authority, as defined in
278 subsection (t) of section 32-23d, which are hereby determined to be
279 public purposes for which public funds may be expended, and in
280 addition to any other powers provided by law, the authority shall have
281 power to: (1) Determine the location and character of any project to be
282 financed under the provisions of said chapters and sections, provided
283 any financial assistance shall be approved in accordance with written
284 procedures prepared pursuant to subdivision (14) of this section; (2)
285 purchase, receive, by gift or otherwise, lease, exchange, or otherwise
286 acquire, and construct, reconstruct, improve, maintain, equip and
287 furnish one or more projects, including all real and personal property
288 which the authority may deem necessary in connection therewith, and
289 to enter into a contract with a person therefor upon such terms and
290 conditions as the authority shall determine to be reasonable, including
291 but not limited to reimbursement for the planning, designing,
292 financing, construction, reconstruction, improvement, equipping,
293 furnishing, operation and maintenance of the project and any claims
294 arising therefrom and establishment and maintenance of reserve and
295 insurance funds with respect to the financing of the project; (3) insure
296 any or all payments to be made by the borrower under the terms of
297 any agreement for the extension of credit or making of a loan by the
298 authority in connection with any economic development project to be
299 financed, wholly or in part, through the issuance of bonds or mortgage
300 payments of any mortgage which is given by a mortgagor to the
301 mortgagee who has provided the mortgage for an economic
302 development project upon such terms and conditions as the authority
303 may prescribe and as provided herein, and the faith and credit of the

304 state are pledged thereto; (4) in connection with the insuring of
305 payments of any mortgage, request for its guidance a finding of the
306 municipal planning commission, or, if there is no planning
307 commission, a finding of the municipal officers, of the municipality in
308 which the economic development project is proposed to be located, or
309 of the regional planning agency of which such municipality is a
310 member, as to the expediency and advisability of the economic
311 development project; (5) sell or lease to any person, all or any portion
312 of a project, purchase from eligible financial institutions mortgages
313 with respect to economic development projects, purchase or
314 repurchase its own bonds, and sell, pledge or assign to any person any
315 such bonds, mortgages, or other loans, notes, revenues or assets of the
316 authority, or any interest therein, for such consideration and upon
317 such terms as the authority may determine to be reasonable; (6)
318 mortgage or otherwise encumber all or any portion of a project
319 whenever it shall find such action to be in furtherance of the purposes
320 of said chapters and sections; (7) enter into agreements with any
321 person, including prospective mortgagees and mortgagors, for the
322 purpose of planning, designing, constructing, acquiring, altering and
323 financing projects, providing liquidity or a secondary market for
324 mortgages or other financial obligations incurred with respect to
325 facilities which would qualify as a project under this chapter,
326 purchasing loans made by regional corporations under section 32-276,
327 or for any other purpose in furtherance of any other power of the
328 authority; (8) grant options to purchase or renew a lease for any of its
329 projects on such terms as the authority may determine to be
330 reasonable; (9) employ or retain attorneys, accountants and
331 architectural, engineering and financial consultants and such other
332 employees and agents and to fix their compensation and to employ the
333 Connecticut Development Credit Corporation on a cost basis as it shall
334 deem necessary to assist it in carrying out the purposes of said
335 authority legislation; (10) borrow money or accept gifts, grants or loans
336 of funds, property or service from any source, public or private, and
337 comply, subject to the provisions of said authority legislation, with the
338 terms and conditions thereof; (11) accept from a federal agency loans

339 or grants for use in carrying out its purpose, and enter into agreements
340 with such agency respecting any such loans or grants; (12) provide
341 tenant lease guarantees and performance guarantees, invest in, extend
342 credit or make loans to any person for the planning, designing,
343 financing, acquiring, constructing, reconstructing, improving,
344 expanding, continuing in operation, equipping and furnishing of a
345 project and for the refinancing of existing indebtedness with respect to
346 any facility or part thereof which would qualify as a project in order to
347 facilitate substantial improvements thereto, which guarantees,
348 investments, credits or loans may be secured by loan agreements, lease
349 agreements, installment sale agreements, mortgages, contracts and all
350 other instruments or fees and charges, upon such terms and conditions
351 as the authority shall determine to be reasonable in connection with
352 such loans, including provision for the establishment and maintenance
353 of reserve and insurance funds and in the exercise of powers granted
354 in this section in connection with a project for such person, to require
355 the inclusion in any contract, loan agreement or other instrument, such
356 provisions for the construction, use, operation and maintenance and
357 financing of a project as the authority may deem necessary or
358 desirable; (13) in connection with any application for assistance under
359 said authority legislation, or commitments therefor, to make and
360 collect such fees and charges as the authority shall determine to be
361 reasonable; (14) adopt procedures, in accordance with the provisions
362 of section 1-121, to carry out the provisions of said authority
363 legislation, which may give priority to applications for financial
364 assistance based upon the extent the project will materially contribute
365 to the economic base of the state by creating or retaining jobs,
366 providing increased wages or benefits to employees, promoting the
367 export of products or services beyond the boundaries of the state,
368 encouraging innovation in products or services, encouraging defense-
369 dependent business to diversify to nondefense production, promoting
370 standards of participation adopted by the Connecticut partnership
371 compact pursuant to section 33-374g of the general statutes, revision of
372 1958, revised to 1991, or will otherwise enhance existing activities that
373 are important to the economic base of the state, provided regulation-

374 making proceedings commenced before January 1, 1989, shall be
375 governed by sections 4-166 to 4-174, inclusive; (15) adopt an official
376 seal and alter the same at pleasure; (16) maintain an office at such place
377 or places within the state as it may designate; (17) sue and be sued in
378 its own name and plead and be impleaded, service of process in any
379 action to be made by service upon the executive director of said
380 authority either in hand or by leaving a copy of the process at the
381 office of the authority with some person having charge thereof; (18)
382 employ such assistants, agents and other employees as may be
383 necessary or desirable for its purposes, which employees shall be
384 exempt from the classified service and shall not be employees, as
385 defined in [subsection (b)] subdivision (2) of section 5-270, as amended
386 by this act; establish all necessary or appropriate personnel practices
387 and policies, including those relating to hiring, promotion,
388 compensation, retirement and collective bargaining, which need not be
389 in accordance with chapter 68 and the authority shall not be an
390 employer, as defined in [subsection (a)] subdivision (1) of section 5-
391 270, as amended by this act; contract for and engage appraisers of
392 industrial machinery and equipment, consultants and property
393 management services, and utilize the services of other governmental
394 agencies; (19) when it becomes necessary or feasible for the authority
395 to safeguard itself from losses, acquire, purchase, manage and operate,
396 hold and dispose of real and personal property, take assignments of
397 rentals and leases and make and enter into all contracts, leases,
398 agreements and arrangements necessary or incidental to the
399 performance of its duties; (20) in order to further the purposes of said
400 authority legislation, or to assure the payment of the principal and
401 interest on bonds or notes of the authority or to safeguard the
402 mortgage insurance fund, purchase, acquire and take assignments of
403 notes, mortgages and other forms of security and evidences of
404 indebtedness, purchase, acquire, attach, seize, accept or take title to
405 any project by conveyance or, by foreclosure, and sell, lease or rent any
406 project for a use specified in said chapters and sections or in said
407 chapter 579; (21) adopt rules for the conduct of its business; (22) invest
408 any funds not needed for immediate use or disbursement, including

409 any funds held in reserve, in obligations issued or guaranteed by the
410 United States of America or the state of Connecticut and in other
411 obligations which are legal investments for savings banks in this state;
412 (23) do, or delegate, any and all things necessary or convenient to carry
413 out the purposes and to exercise the powers given and granted in said
414 authority legislation; provided, in all matters concerning the internal
415 administrative functions of the authority which are funded by
416 amounts appropriated by the state to the authority or to the
417 department, the procedures of the state relating to office space,
418 supplies, facilities, materials, equipment and professional services shall
419 be followed, and provided further, that in the acquisition by the
420 authority of real estate involving the use of appropriated funds or
421 bonds supported by the full faith and credit of the state, the authority
422 shall be subject to the provisions of section 4b-23; (24) to accept from
423 the department: (A) Financial assistance, (B) revenues or the right to
424 receive revenues with respect to any program under the supervision of
425 the department, and (C) loan assets or equity interests in connection
426 with any program under the supervision of the department; to make
427 advances to and reimburse the department for any expenses incurred
428 or to be incurred by it in the delivery of such assistance, revenues,
429 rights, assets or amounts; to enter into agreements for the delivery of
430 services by the authority, in consultation with the department, the
431 Connecticut Housing Finance Authority and Connecticut Innovations,
432 Incorporated, to third parties which agreements may include
433 provisions for payment by the department to the authority for the
434 delivery of such services; and to enter into agreements with the
435 department or with the Connecticut Housing Finance Authority or
436 Connecticut Innovations, Incorporated for the sharing of assistants,
437 agents and other consultants, professionals and employees, and
438 facilities and other real and personal property used in the conduct of
439 the authority's affairs; and (25) to transfer to the department: (A)
440 Financial assistance, (B) revenues or the right to receive revenues with
441 respect to any program under the supervision of the authority, and (C)
442 loan assets or equity interests in connection with any program under
443 the supervision of the authority, provided the transfer of such financial

444 assistance, revenues, rights, assets or interests is determined by the
445 authority to be practicable, within the constraints and not inconsistent
446 with the fiduciary obligations of the authority imposed upon or
447 established upon the authority by any provision of the general statutes,
448 the authority's bond resolutions or any other agreement or contract of
449 the authority and to have no adverse effect on the tax-exempt status of
450 any bonds of the authority or the state.

451 Sec. 11. Subdivision (7) of section 32-39 of the general statutes is
452 repealed and the following is substituted in lieu thereof (*Effective from*
453 *passage*):

454 (7) To employ such assistants, agents and other employees as may
455 be necessary or desirable, which employees shall be exempt from the
456 classified service and shall not be employees, as defined in [subsection
457 (b)] subdivision (2) of section 5-270, as amended by this act; establish
458 all necessary or appropriate personnel practices and policies, including
459 those relating to hiring, promotion, compensation, retirement and
460 collective bargaining, which need not be in accordance with chapter
461 68, and the corporation shall not be an employer as defined in
462 [subsection (a)] subdivision (1) of section 5-270, as amended by this act;
463 and engage consultants, attorneys and appraisers as may be necessary
464 or desirable to carry out its purposes in accordance with this chapter.

465 Sec. 12. Subsection (b) of section 32-602 of the general statutes is
466 repealed and the following is substituted in lieu thereof (*Effective from*
467 *passage*):

468 (b) For [these] purposes of subsection (a) of this section, the
469 authority shall have the following powers: (1) To have perpetual
470 succession as a body corporate and to adopt procedures for the
471 regulation of its affairs and the conduct of its business as provided in
472 subsection (f) of section 32-601, to adopt a corporate seal and alter the
473 same at its pleasure, and to maintain an office at such place or places
474 within the city of Hartford as it may designate; (2) to sue and be sued,
475 to contract and be contracted with; (3) to employ such assistants,

476 agents and other employees as may be necessary or desirable to carry
 477 out its purposes, which employees shall be exempt from the classified
 478 service and shall not be employees, as defined in [subsection (b)]
 479 subdivision (2) of section 5-270, as amended by this act, to fix their
 480 compensation, to establish and modify personnel procedures as may
 481 be necessary from time to time and to negotiate and enter into
 482 collective bargaining agreements with labor unions; (4) to acquire,
 483 lease, hold and dispose of personal property for the purposes set forth
 484 in this section; [32-602;] (5) to procure insurance against any liability or
 485 loss in connection with its property and other assets, in such amounts
 486 and from such insurers as it deems desirable and to procure insurance
 487 for employees; (6) to invest any funds not needed for immediate use or
 488 disbursement in obligations issued or guaranteed by the United States
 489 of America or the state of Connecticut, including the Short Term
 490 Investment Fund, and the Tax-Exempt Proceeds Fund, and in other
 491 obligations which are legal investments for savings banks in this state
 492 and in time deposits or certificates of deposit or other similar banking
 493 arrangements secured in such manner as the authority determines; and
 494 (7) to do all acts and things necessary or convenient to carry out the
 495 purposes of and the powers expressly granted by this section."

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	5-270
Sec. 2	<i>from passage</i>	5-278(a)
Sec. 3	<i>from passage</i>	31-101
Sec. 4	<i>from passage</i>	5-196(30)
Sec. 5	<i>from passage</i>	5-200c(b)
Sec. 6	<i>from passage</i>	5-226f
Sec. 7	<i>from passage</i>	5-248i(a)
Sec. 8	<i>from passage</i>	5-276a(a)
Sec. 9	<i>from passage</i>	9-601(7)
Sec. 10	<i>from passage</i>	32-23e
Sec. 11	<i>from passage</i>	32-39(7)
Sec. 12	<i>from passage</i>	32-602(b)