



DEPARTMENT OF ADMINISTRATIVE SERVICES

STATE OF CONNECTICUT

House Bill 5285
An Act Concerning State Employees
and Violence and Bullying in the Workplace

165 Capitol Avenue
Hartford, CT 06106-1658

Joint Committee on Labor and Public Employees
March 2, 2010

The Department of Administrative Services ("DAS") appreciates and shares the Committee's desire to prevent violence and bullying in the workplace, but respectfully submits that **House Bill 5285** is unnecessary.

Section 1 of the bill creates an annual reporting requirement. It requires DAS to create a report each year for the Labor Committee and the other "11-4a recipients" (Clerk of the House, Clerk of the Senate, Office of Legislative Research and the State Library) outlining the number of workplace violence and abusive conduct complaints involving state employees, and the outcomes of these complaints.

DAS is happy to provide the Labor Committee with this type of information at any time, and submits that to obtain this data, the Committee need only ask for it. Indeed, the Labor Committee asked DAS for this very information in December 2009 and, after surveying the Executive Branch agencies and consolidating the responses, DAS provided the Labor Committee with a report in January. It does not make sense to create a statute requiring DAS to compile this information annually - diverting its resources from the agency's core missions - when such statute will remain on the books indefinitely and perhaps long after this issue has stopped being a point of interest for the Committee.

Section 2 of the bill is similarly unnecessary. That section requires DAS, in consultation with the Commissioners of Public Safety, Public Works, and Mental Health and Addiction Services, to establish policies and procedures for preventing, reporting, evaluating and investigating complaints of abusive conduct occurring in the workplace between state employees. These policies and procedures have already been established. The listed agencies, in cooperation with the Office of Policy and Management, came together in 1999 to create the first *Violence in the Workplace Policy and Procedures Manual*. The current version of this Manual can be found under the "Human Resources" section of the DAS website. http://www.das.state.ct.us/HR/HR_Managers.asp

Thank you for your consideration of DAS's views regarding this bill. We would be happy to meet with the Committee at any time to discuss it further.