



**Public Hearing Written Testimony of  
Glenn Marshall, Commissioner**

**Labor and Public Employees Committee  
March 3, 2011**

Good Afternoon Senator Prague, Representative Zalaski and members of the Labor and Public Employees Committee. Thank you for the opportunity to provide you with written testimony regarding **House Bill 6347 AAC the Enforcement of the Family and Medical Leave Act for State Employees**. My name is Glenn Marshall and I am the Commissioner of the Department of Labor. Thank you for the opportunity to address certain concerns of my Agency regarding this bill.

The bill seeks to amend C.G.S. § 5-248a, which provides family and medical leave rights to state employees. The Department of Labor currently does not have jurisdiction over state employee family and medical leave, which is administered by the Department of Administrative Services. The bill provides that an aggrieved state employee alleging a violation of the leave provisions of the State Personnel Act at C.G.S. § 5-248 could file a complaint with the Labor Commissioner, who shall hold a hearing. If a violation is found, the Commissioner may award all appropriate relief, including reinstatement, back wages and reestablishment of benefits. The Commissioner's decision could then be appealed to Superior Court.

This bill opens up the population of potential complainants to 46,426 state employees (as stated in the governor's budget.) Although it cannot be determined with specificity how many state employees use family and medical leave, the potential number is substantial. The possibility of numerous complaints would place a significant burden on the Department and as a result it may need additional staff, which may include two attorneys and two investigators.

Thank you for the opportunity to provide this testimony. Please feel free to contact me or my staff if you need additional information.