



General Assembly

January Session, 2011

**Raised Bill No. 5460**

LCO No. 560

\* \_\_\_\_\_HB05460JUD\_\_042911\_\_\_\_\_\*

Referred to Committee on Labor and Public Employees

Introduced by:  
(LAB)

**AN ACT CONCERNING CAPTIVE AUDIENCE MEETINGS.**

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

1 Section 1. (NEW) (*Effective October 1, 2011*) (a) As used in this  
2 section:

3 (1) "Employer" means a person engaged in business who has  
4 employees, including the state and any political subdivision of the  
5 state;

6 (2) "Employee" means any person engaged in service to an employer  
7 in a business of such employer;

8 (3) "Labor organization" means any organization that exists for the  
9 purpose, in whole or in part, of collective bargaining or of dealing with  
10 employers concerning grievances, terms or conditions of employment,  
11 or of other mutual aid or protection in connection with employment;

12 (4) "Politics" means the activities or affairs engaged in by  
13 government or a political party;

14 (5) "Political" means relative to, involving or characteristic of politics

15 or politicians; and

16 (6) "Political matters" includes political party affiliation or the  
17 decision to join or not join any lawful political, social or community  
18 group or activity or any labor organization.

19 (b) Except as provided in subsection (f) of this section, no employer,  
20 and no agent, representative or designee of such employer, shall  
21 require its employees to attend an employer-sponsored meeting with  
22 the employer or its agent, representative or designee, the primary  
23 purpose of which is to communicate the employer's opinion  
24 concerning religious or political matters, except that an employer or its  
25 agent, representative or designee may communicate to its employees  
26 any information concerning religious or political matters that the  
27 employer is required by law to communicate, but only to the extent of  
28 such legal requirement.

29 (c) No employer, and no agent, representative or designee of such  
30 employer, shall discharge, discipline or otherwise penalize, or threaten  
31 to discharge, discipline or otherwise penalize, any employee because  
32 the employee, or a person acting on behalf of the employee, makes a  
33 good-faith report, orally or in writing, of a violation or a suspected  
34 violation of this section. The provisions of this subsection shall not  
35 apply when the employee knows that such report is false.

36 (d) Any employee who is discharged, disciplined or otherwise  
37 penalized in violation of the provisions of this section may bring a civil  
38 action, not later than ninety days after the date of the alleged violation,  
39 in the superior court for the judicial district where the violation is  
40 alleged to have occurred or where the employer has its principal office.  
41 The court may award a prevailing employee all appropriate relief,  
42 including rehiring or reinstatement of the employee to the employee's  
43 former position, back pay and reestablishment of any employee  
44 benefits to which the employee would otherwise have been eligible if  
45 such violation had not occurred. The court shall award a prevailing  
46 employee treble damages, together with reasonable attorney's fees and



