



General Assembly

January Session, 2011

Committee Bill No. 5464

LCO No. 3144

03144HB05464LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT CONCERNING STATE EMPLOYEES AND VIOLENCE AND BULLYING IN THE WORKPLACE.

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

1 Section 1. Section 4a-2a of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2011*):

3 (a) As used in this section:

4 (1) "Abusive conduct" means conduct or a single act of a state
5 employee in the workplace that is performed with malice and is
6 unrelated to the state's legitimate interest that a reasonable person
7 would find hostile or offensive considering the severity, nature and
8 frequency of the conduct or the severity and egregiousness of the
9 single act. Abusive conduct includes, but is not limited to, (A) repeated
10 infliction of verbal abuse such as the use of derogatory remarks, insults
11 and epithets; (B) verbal or physical conduct that a reasonable person
12 would find threatening, intimidating or humiliating; or (C) sabotaging
13 or undermining a person's work performance; and

14 (2) "State employee" means all state agency personnel, but does not

15 include contractors, subcontractors or vendors of the state.

16 (b) For the fiscal year ending June 30, 1999, and each fiscal year
17 thereafter, the Commissioner of Administrative Services, in
18 consultation with the Commissioner of Mental Health and Addiction
19 Services and the Commissioner of Public Safety, shall, within the limits
20 of available appropriations, provide an appropriate program of
21 workplace stress and violence awareness, prevention and
22 preparedness for state employees.

23 (c) On or before January 1, 2012, and annually thereafter, the
24 Commissioner of Administrative Services shall submit a report, in
25 accordance with the provisions of section 11-4a, to the Governor and
26 the joint standing committee of the General Assembly having
27 cognizance of matters relating to labor summarizing the number of
28 complaints of workplace violence or abusive conduct involving state
29 employees and the outcomes of such complaints for the preceding
30 year. Such report shall include recommendations for administrative or
31 legislative action related to such complaints.

32 Sec. 2. (*Effective from passage*) On or before January 1, 2012, the
33 Commissioner of Administrative Services, or the commissioner's
34 designee, in consultation with the Commissioners of Public Safety,
35 Public Works and Mental Health and Addiction Services, or their
36 designees, shall, within existing budgetary resources, establish policies
37 and procedures for preventing, reporting, evaluating and investigating
38 complaints of abusive conduct occurring in the workplace between
39 state employees.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2011</i>	4a-2a
Sec. 2	<i>from passage</i>	New section

Statement of Purpose:

To require that the Department of Administrative Services report the number of complaints of bullying or abusive conduct to the General Assembly.

[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.]

Co-Sponsors: REP. HOLDER-WINFIELD, 94th Dist.

H.B. 5464