



General Assembly

February Session, 2014

***Raised Bill No. 401***

LCO No. 2202



Referred to Committee on HIGHER EDUCATION AND  
EMPLOYMENT ADVANCEMENT

Introduced by:  
(HED)

***AN ACT CONCERNING WORKFORCE DIVERSITY STANDARDS OF  
CONTRACTORS PERFORMING WORK AT SOUTHERN  
CONNECTICUT STATE UNIVERSITY.***

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

1 Section 1. Section 46a-68c of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective July 1, 2014*):

3 In addition to the provisions of section 4a-60, each contractor with  
4 fifty or more employees awarded a public works contract in excess of  
5 fifty thousand dollars in any fiscal year, but not subject to the  
6 provisions of section 46a-68d, shall develop and file with the  
7 commission an affirmative action plan which shall comply with  
8 regulations adopted by said commission provided contractors  
9 awarded a public works contract at Southern Connecticut State  
10 University shall also comply with the workforce diversity standards  
11 set forth in section 3 of this act. Failure to develop an approved  
12 affirmative action plan pursuant to this section shall act as a bar to  
13 bidding on or the award of future contracts until such requirement has

14 been met. When the commission approves an affirmative action plan  
15 pursuant to this section, it shall issue a certificate of compliance to the  
16 contractor. This certificate shall be prima facie proof of the contractor's  
17 eligibility to bid or be awarded contracts for a period of two years from  
18 the date of the certificate. Such certificate shall not excuse the  
19 contractor from monitoring by the commission or from the reporting  
20 and record-keeping requirements of sections 46a-68e and 46a-68f. The  
21 commission may revoke the certificate of a contractor if the contractor  
22 does not implement its affirmative action plan in compliance with this  
23 section and sections 4a-60, 4a-60g, 4a-62, 46a-56, 46a-68b, 46a-68d, as  
24 amended by this act, and 46a-68e to 46a-68k, inclusive.

25 Sec. 2. Section 46a-68d of the general statutes is repealed and the  
26 following is substituted in lieu thereof (*Effective July 1, 2014*):

27 In addition to the provisions of section 4a-60, every public works  
28 contract subject to the provisions of part II of chapter 60 shall also be  
29 subject to the provisions of this section. After a bid has been accepted  
30 but before a contract is awarded, the successful bidder shall file and  
31 have approved by the commission an affirmative action plan. The  
32 affirmative action plan filed by a successful bidder awarded a contract  
33 at Southern Connecticut State University shall also comply with the  
34 workforce diversity standards set forth in section 3 of this act. The  
35 commission may provide for conditional acceptance of an affirmative  
36 action plan provided written assurances are given by the contractor  
37 that it will amend its plan to conform to affirmative action  
38 requirements. The state shall withhold two per cent of the total  
39 contract price per month from any payment made to such contractor  
40 until such time as the contractor has developed an affirmative action  
41 plan, and received the approval of the commission. Notwithstanding  
42 the provisions of this section, a contractor subject to the provisions of  
43 this section may file a plan in advance of or at the same time as its bid.  
44 The commission shall review plans submitted pursuant to this section  
45 within sixty days of receipt and either approve, approve with  
46 conditions or reject such plan. When the commission approves an

47 affirmative action plan pursuant to this section, it shall issue a  
48 certificate of compliance to the contractor as provided in section 46a-  
49 68c, as amended by this act.

50 Sec. 3. (NEW) (*Effective July 1, 2014*) Each contractor awarded a  
51 public works contract to perform work at Southern Connecticut State  
52 University shall comply with the following workforce diversity  
53 standards: For each class of work listed in the contractor's general bid  
54 for such contract, (1) not less than twenty-five per cent of the  
55 individuals working in such class of work shall be from a minority  
56 group, and (2) not less than six and nine-tenths per cent of the  
57 individuals working in such class of work shall be female.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2014</i>	46a-68c
Sec. 2	<i>July 1, 2014</i>	46a-68d
Sec. 3	<i>July 1, 2014</i>	New section

**Statement of Purpose:**

To establish specific workforce diversity standards for contractors awarded a public works contract at Southern Connecticut State University.

*[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.]*