



Testimony on RB 6788 An Act Concerning Workforce Investment Boards

February 26, 2015

Submitted by: William Villano, on behalf of the Connecticut Workforce Development Council

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Good afternoon. My name is William Villano and I am President and CEO of the Workforce Alliance, the South Central Workforce Investment Board. I am here today on behalf of the Connecticut Workforce Development Council (CWDC) to raise questions about the need for RB 6788.

The CWDC, comprised of the state's five Workforce Investment Boards (WIBs), leads a coordinated statewide workforce development system which strives to meet the current and future needs of the state's businesses by building a competitive workforce through education, training and job readiness opportunities. Connecticut's Workforce Investment Boards (WIBs) have a track record of performance and innovation in serving the people and the businesses of the state. We are the state's best resource to:

- Address the job readiness and training needs of the long term and newly unemployed
- Help employers match their job openings today and in the future to qualified candidates
- Connect youth to career pathways and work experiences that will sustain our state's competitiveness.

In an effort to support a skilled workforce, we implement programs serving youth and unemployed adults. Our legislative agenda (see attached) highlights a number of current activities we are engaged in which require continued or increased state support.

We are happy to provide the information outlined in the Raised Bill at any time to legislators. Most of the data about the WIB services which is called for in the Raised Bill is currently submitted to the CT Department of Labor as part of the annual reporting and to the federal Department of Labor for any of their grants. In addition, each WIB issues reports on their activities to their Boards of Directors and Chief Elected Officials which are publicly available and the WIBs have websites with extensive information on their office location, services, etc.

Rather than the call for a study, we welcome the opportunity to hold an informational hearing with the Labor and Public Employees Committee as we have in past legislative sessions which allows for both information sharing and questions by legislators. Our goal is to provide you with the information you seek on a regular and as needed basis rather than waiting for an annual study. We appreciate your interest in the work of the state's WIBs and look forward to partnering with the state legislature to promote economic growth for our state.

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On behalf of the CT Workforce Development Council, contact William Villano, Director of the Workforce Alliance at 203-624-4030 or [wvillano@workforcealliance.biz](mailto:wvillano@workforcealliance.biz)

Labor and Public Employees Committee  
February 26, 2015  
Testimony of Ellen Blaschinski, President  
Association of Managerial Employees in Connecticut State Service (AMECSS)

Senate Bill 909-An Act Concerning Managers in State Service

The Association of Managerial Employees in Connecticut State Service (AMECSS) strongly supports SB 909. This bill provides equity in the definition and use of the term "manager" across state government. Passage of SB 909 will ensure that the term managerial employees as defined in the Connecticut General Statutes is applied consistently throughout all state agencies.

AMECSS is a professional association of managerial employees in Connecticut state service. There are approximately 1,800 managers currently working in state service. The existing definition of manager is restricted to use in just one area of state government, Higher Education. It is estimated that most of the 1,800 "managers" in state service are like their colleagues in Higher Education, they do not have a major role in the administration of collective bargaining agreements or even major personnel decisions, including hiring, firing, discipline or promotion of their staff. This bill ensures that one definition of manager is used across state government. Most managers in state service are individuals who have made careers in public service; often men and women who started in entry level positions and through hard work, dedication and commitment rose to positions of responsibility. As such their classification as "manager" should be consistent across state government.

Since 2007 the number of managers in Connecticut state service has declined by nearly 30 percent<sup>1</sup>. This decline has occurred due to reductions in state spending (position eliminations), retirements and a general perception that managerial service is undesirable. To become a manager in Connecticut state service is agreeing to salary compression and even salary inversion as compared to the collective bargaining supervisory positions that "managers" oversee. To become a manager in Connecticut state service means accepting the SEBAC negotiated terms applied to all Connecticut state employees with no vote or representation in these agreements. It means receiving every one of the negatives of the SEBAC agreements such as furlough days, wage freezes, retirement benefit changes, health insurance changes while being completely excluded from every one of the positives such as job protection, guaranteed wage increases, and preservation of longevity. Being a manager in Connecticut state service currently means being treated worse than every other state employee<sup>2</sup>.

Support of SB 909 creates an opportunity to treat managers equally across state government. The members of AMECSS hope you vote in favor of our fair treatment.

Thank you for raising SB 909 and your consideration of our perspective on this issue.

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<sup>1</sup> Current Issues With Managerial Compensation in State Government, State of Connecticut, Department of Administrative Services, May, 2012

<sup>2</sup> December, 2012 Arbitration, The State of Connecticut And SEBAC, Gr: Managerial Longevity