



General Assembly

January Session, 2015

Committee Bill No. 435

LCO No. 4940



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***AN ACT PROHIBITING NONDISPARAGEMENT CLAUSES IN PUBLIC
EMPLOYEE SEPARATION AGREEMENTS.***

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

1 Section 1. (NEW) (*Effective October 1, 2015*) (a) For purposes of this
2 section, "public employee" means any person engaged in service to a
3 public employer in a business of such public employer, and "public
4 employer" means the state of Connecticut, its executive, legislative and
5 judicial branches, including, without limitation, any board,
6 department, commission, institution, or agency of such branches or
7 any appropriate unit thereof and any board of trustees of a state-
8 owned or supported college or university and branches thereof, public
9 and quasi-public state corporation, political subdivision or authority
10 established by state law.

11 (b) No public employer and public employee shall enter into an
12 agreement adopted for the purpose of providing for the termination,
13 suspension or separation from employment of such public employee
14 that is separate from any employment agreement that may have
15 existed between such public employer and public employee, that
16 contains any provision or clause prohibiting or restricting such public

17 employee from disclosing or discussing any aspect of such public
18 employee's employment, termination, suspension or separation or any
19 policies, actions or programs of such public employer, except such
20 public employer and public employee may enter into an agreement to
21 prohibit such public employee from disclosing records that are exempt
22 from required disclosure pursuant to section 1-210 of the general
23 statutes or any information contained in such records.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2015	New section

Statement of Purpose:

To prohibit public employee separation agreements from restricting the rights of the employee to discuss the circumstances of their employment, termination or resignation.

[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: SEN. LOONEY, 11th Dist.; SEN. DUFF, 25th Dist.
SEN. BYE, 5th Dist.; SEN. CASSANO, 4th Dist.
SEN. COLEMAN, 2nd Dist.; SEN. CRISCO, 17th Dist.
SEN. FLEXER, 29th Dist.; SEN. MOORE, 22nd Dist.
SEN. WINFIELD, 10th Dist.

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