



General Assembly

January Session, 2015

Raised Bill No. 1035

LCO No. 4218



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT CONCERNING 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 Section 4a-2a of the general statutes is repealed and the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 from passage*):

3 (a) As used in this section:

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

13 (2) "State employee" means any employee in the executive,
14 legislative or judicial branch of state government, whether in the

15 classified or unclassified service and whether full or part-time, but
16 does not include any contractor, subcontractor or vendor of the state.

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

24 [(b)] (c) On or before January 1, 2012, the Commissioner of
25 Administrative Services shall develop an employee training program
26 to instruct state employees on workplace violence awareness,
27 prevention and preparedness. Any full-time employee, as defined in
28 section 5-196, employed by the state prior to January 1, 2012, shall be
29 required to attend the training described in this subsection. Any full-
30 time employee employed by the state on or after January 1, 2012, shall
31 be required, not later than six months from the date of hire, to attend
32 the training described in this subsection as a condition of his or her
33 employment.

34 (d) On or before January 1, 2016, the Commissioner of
35 Administrative Services, or the commissioner's designee, in
36 consultation with the Commissioners of Public Safety and Mental
37 Health and Addiction Services, or the commissioners' designees, shall,
38 within existing budgetary resources, establish policies and procedures
39 for preventing, reporting, evaluating and investigating complaints of
40 abusive conduct occurring in the workplace between state employees.

41 Sec. 2. (NEW) (*Effective from passage*) (a) The Commissioner of
42 Administrative Services, in consultation with the Commissioner of
43 Public Safety, Labor Commissioner and Commissioner of Mental
44 Health and Addiction Services, shall create a Workplace Bullying
45 Advisory Board.

- 46 (b) The board shall consist of the following members:
- 47 (1) Two appointed by the speaker of the House of Representatives;
- 48 (2) Two appointed by the president pro tempore of the Senate;
- 49 (3) One appointed by the majority leader of the House of
50 Representatives;
- 51 (4) One appointed by the majority leader of the Senate;
- 52 (5) One appointed by the minority leader of the House of
53 Representatives;
- 54 (6) One appointed by the minority leader of the Senate;
- 55 (7) The Commissioner of Administrative Services, or the
56 commissioner's designee;
- 57 (8) The Commissioner of Public Safety, or the commissioner's
58 designee;
- 59 (9) The Labor Commissioner, or the commissioner's designee; and
- 60 (10) The Commissioner of Mental Health and Addiction Services, or
61 the commissioner's designee.
- 62 (c) All appointments to the board shall be made not later than thirty
63 days after the effective date of this section. Any vacancy shall be filled
64 by the appointing authority.
- 65 (d) The speaker of the House of Representatives and the president
66 pro tempore of the Senate shall select two chairpersons of the board
67 from among the members of the board. Such chairpersons shall
68 schedule the first meeting of the board, which shall be held not later
69 than sixty days after the effective date of this section.
- 70 (e) The members shall serve without compensation but shall, within

71 available appropriations, be reimbursed in accordance with the
72 standard travel regulations for all necessary expenses that they may
73 incur through service on the board.

74 (f) Each member shall be entitled to one vote on the board. A
75 majority of the board shall constitute a quorum for the transaction of
76 any business, the exercise of any power or the performance of any
77 duty authorized or imposed by law.

78 (g) The administrative staff of the Department of Administrative
79 Services shall serve as administrative staff of the board.

80 (h) Not later than January 1, 2016, and annually thereafter, the board
81 shall submit a report, in accordance with the provisions of section 11-
82 4a of the general statutes, to the joint standing committees of the
83 General Assembly having cognizance of matters relating to
84 administrative services, labor, public safety and mental health and
85 addiction services. Such report shall include (1) a summary of the
86 number of complaints of workplace violence or abusive conduct
87 involving state employees and the outcomes of such complaints for the
88 preceding year, (2) recommendations for administrative or legislative
89 action related to such complaints, and (3) any additional information
90 that the board deems necessary and relevant to reduce instances of
91 workplace violence and abusive conduct in the workplace.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</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 and to create a Workplace Bullying Advisory Board.

[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.]