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SENATE BILL 464  
Finance Revenue & Bonding Committee  
Public Hearing: 3/28/16

TO: MEMBERS OF THE FINANCE, REVENUE & BONDING COMMITTEE  
FROM: GLENN TERLECKI, PRESIDENT, CONNECTICUT POLICE & FIRE UNION  
DATE: MARCH 28, 2016

**OPPOSITION TO SENATE BILL 464 –**  
**AN ACT ESTABLISHING THE HARTFORD FINANCIAL SUSTAINABILITY**  
**COMMISSION**

The Connecticut Police & Fire Union (CPFU) represents 900 men and women who protect our state buildings, colleges and human services facilities. Many of our members are former municipal police officers.

Our primary opposition to SB 464 stems from the provisions that appear to give the newly created Financial Sustainability Commission (“FS Commission”) far too much control over the collective bargaining process. It seems that the concept of “bargaining” is removed in large part, because the bill seems to give the FS Commission the ultimate decision-making authority on labor issues. In addition, the 9-member FS Commission only has 1 official labor representative, who apparently is supposed to represent all of the different labor interests across the city departments.

- **Section 4** proposes to establish a city-wide Bargaining coalition similar to the statewide Coalition SEBAC. It’s our understanding that Hartford city employees have different pension plans, so a citywide “one-size-fits-all” bargaining coalition may be cumbersome and may work unfairly for some city employees.
- **Section 4** of this bill also seems to provide a road-map for the re-opening of retiree benefits. However, legally and in practice, the benefits achieved by retirees have “vested,” and a labor union cannot and should not re-negotiate the major components of retirees’ pension and healthcare benefits. The retirement benefits earned by retirees – particularly retired police officers and firefighters who risked their lives everyday – should be respected.

- **Section 4** also legislates the way that labor unions can manage the collective bargaining process and manage internal operations, by authorizing the FS Commission to require union members to appear before the State Labor Board to consider FS Commission collective bargaining proposals.
- **Section 4** allows the FS Commission to hire an unlimited amount of “consultants” to assist the FS Commission. Respectfully, the city should not be spending new money on new consultants. The City should negotiate with the labor unions – including the police union—under the time-tested existing collective bargaining rules and procedures and should not be spending money on consultants.
- **Sections 4, 5 and 6** seem to overwhelmingly allow the FS Commission to control the collective bargaining process; and then make the ultimate decision as to the terms of any new collective bargaining agreement (“CBA”).

Thank you for considering our opposition to SB 464. These types of proposals should not be adopted for Hartford, nor should they be adopted for any other city or town or for the State of Connecticut. The FS Commission is given far too much control and authority under SB 464.