



*Testimony of*

*Donald E. Williams, Jr.*

**Connecticut Education Association**

*Before the Labor and Public Employees Committee*

**Connecticut Education Association**

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An affiliate of the  
National Education Association

**HB 5505 AAC LOCAL OR REGIONAL BOARDS OF EDUCATION,  
EXCLUSIVE BARGAINING REPRESENTATIVES AND MEMBERS OF THE  
TEACHING PROFESSION**

*March 8, 2016*

Good afternoon Senator Gomes, Representative Tercyak, and members of the Labor and Public Employees Committee. My name is Donald Williams, Director of Policy, Research and Reform with the Connecticut Education Association. CEA represents 43,000 active and retired teachers throughout Connecticut.

**HB 5505:**

Thank you for raising HB 5505. This bill makes three changes to teacher contracting statutes. The first is a technical change that provides a more specific definition of a union representing the bargaining unit.

The second provides parameters for a voluntary, permissive contract between teacher unions and boards of education for services rendered, including contract administration and professional development. I want to stress that there are no mandates or obligations in this section. It provides no additional rights above and beyond those that exist currently, and neither a union nor a board of education would be obligated to enter into an agreement.

This section would encourage further collaboration and assistance between teacher unions and boards of education on issues of mutual interest, including collective bargaining, in-house professional development pursuant to Connecticut General Statutes 10-220a, teacher education and mentorship programs pursuant to CGS 10-145o, and programs to enhance teacher recruitment and retention.

The third change amends the relationship between a union and a non-union member of the bargaining unit as to grievance representation.

With this change, the union would continue to negotiate and administer contracts on behalf a non-member, but the union would not be obligated to represent a non-member in grievance proceedings. We believe that grievance representation should be reserved for union members.

Thank you.