

# OFFICE OF FISCAL ANALYSIS

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sHB-5473

## AN ACT CONCERNING CAPTIVE AUDIENCE MEETINGS. AMENDMENT

LCO No.: 4579

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### ***OFA Fiscal Note***

#### ***State Impact:***

Agency Affected	Fund-Effect	FY 19 \$	FY 20 \$
Labor Dept.	GF - Cost	Potential Significant	Potential Significant

Note: GF=General Fund

#### ***Municipal Impact:***

Municipalities	Effect	FY 19 \$	FY 20 \$
Various Municipalities	Cost	Potential Significant	Potential Significant

### ***Explanation***

The amendment strikes the underlying bill and associated fiscal impact.

The amendment makes certain actions by employers (including the state and municipalities) illegal and prohibits retaliation for related reporting by employees.

The amendment results in a potential significant cost to the Labor Department to the extent that complaints of violations are filed with the State Board of Labor Relations (SBLR) under the amendment's provisions. These provisions would apply to approximately 1.6 million employees working for more than 100,000 employers, and a

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one-day hearing of the SBLR costs up to \$700. The actual cost to the department is dependent on the number of complaints received and hearings performed.

The amendment allows employees to appeal the decision of the SBLR and does not result in a fiscal impact to the Judicial Department, as any such cases would be added to the total cases processed by the courts. The court system disposes of over 400,000 cases annually.

Additionally, the amendment has a potentially significant cost to the state and municipalities, to the extent that it makes the state and municipalities potentially liable for any damages associated with a violation of the amendment's provisions.

*The preceding Fiscal Impact statement is prepared for the benefit of the members of the General Assembly, solely for the purposes of information, summarization and explanation and does not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.*