



Senate

General Assembly

File No. 440

January Session, 2019

Senate Bill No. 358

Senate, April 4, 2019

The Committee on Labor and Public Employees reported through SEN. KUSHNER of the 24th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

AN ACT CONCERNING EMPLOYEE VOTING OPPORTUNITIES.

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

- 1 Section 1. (NEW) (*Effective from passage*) Each employer shall grant
2 to each employee, at the employee's request and during the employee's
3 regularly scheduled work on the day of any regular election or any
4 special election held to fill a vacancy in a state, district or municipal
5 office, not less than four hours away from such work for the purpose
6 of voting at such election. Such time away from work shall be during
7 the hours specified in section 9-174 of the general statutes.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>from passage</i>	New section
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LAB Joint Favorable

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do 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.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 20 \$	FY 21 \$
Various State Agencies	All Funds - Potential Cost	See Below	See Below

Note: All Funds=All Funds

Municipal Impact:

Municipalities	Effect	FY 20 \$	FY 21 \$
Various Municipalities	STATE MANDATE ¹ - Potential Cost	See Below	See Below

Explanation

This bill requires an employer, upon an employee’s request, to give the employee at least four hours away from work during the employee’s regularly scheduled work day to vote in a regular or special election to fill a vacant state, district, or municipal office.

To the extent that an essential state or municipal employee’s shift needs to be covered for these hours, there may be a potential cost to cover the work responsibilities of the employee. For example, the replacement cost of a State Police Trooper would be at least \$250/day or possibly higher if overtime was used to cover the employee's shift.

¹ State mandate is defined in Sec. 2-32b(2) of the Connecticut General Statutes, "state mandate" means any state initiated constitutional, statutory or executive action that requires a local government to establish, expand or modify its activities in such a way as to necessitate additional expenditures from local revenues.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

OLR Bill Analysis**SB 358*****AN ACT CONCERNING EMPLOYEE VOTING OPPORTUNITIES.*****SUMMARY**

This bill requires an employer, upon an employee's request, to give the employee at least four hours away from work during the employee's regularly scheduled work day to vote in a regular or special election to fill a vacant state, district, or municipal office. The time away from work must be between 6:00 a.m. and 8:00 p.m. (when, by law, polling places must be open). (Presumably, the bill's provisions apply to all employers. It is unclear how they would be enforced and whether the employee must be paid for the time away from work.)

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 5 (03/19/2019)