



Senate

General Assembly

File No. 447

January Session, 2019

Substitute Senate Bill No. 698

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 substitute bill ought to pass.

***AN ACT CONCERNING COMPLAINTS OF WORKPLACE VIOLENCE
OR ABUSIVE CONDUCT INVOLVING STATE EMPLOYEES.***

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

1 Section 1. (NEW) (*Effective from passage*) Not later than February 1,
2 2020, and annually thereafter, the Commissioner of Administrative
3 Services shall submit a report, in accordance with the provisions of
4 section 11-4a of the general statutes, to the Governor and to the joint
5 standing committees of the General Assembly having cognizance of
6 matters relating to government administration, labor and public
7 employees, public safety and mental health and addiction services.
8 Such report shall include (1) a summary of the number of complaints
9 of workplace violence or abusive conduct involving state employees
10 and the outcomes of such complaints for the preceding year, (2)
11 recommendations for administrative or legislative action related to
12 such complaints, and (3) any additional information or
13 recommendations such commissioner deems necessary and relevant
14 regarding the reporting, prevention, evaluation and investigation of

15 such complaints.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section

Statement of Legislative Commissioners:

In the first sentence, "January" was changed to "February", for clarity.

LAB *Joint Favorable Subst. -LCO*

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 \$
Admin. Serv., Dept.	GF - Cost	36,000	37,800
Comptroller Misc. Accounts (Fringe Benefits) ¹	GF - Cost	14,810	15,551

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill requires the Commissioner of the Department of Administrative Services (DAS) to annually report on the number of workplace violence abusive conduct complaints involving state employees, the outcomes of these complaints, and recommendations for policies and procedures to prevent, report, evaluate and investigate such complaints. This report shall be submitted to the Governor, the Government Administration and Elections, Labor and Public Employees, Public Safety and Mental Health and Addiction Services Committees by February 1, 2020 and annually thereafter.

DAS would need to hire a Clerk position at \$36,000 plus \$14,810 in fringe benefits in FY 20 and \$37,800 plus \$15,551 in fringe benefits in FY 21 to handle the additional responsibilities as a result of the bill. The Clerk would coordinate, follow up with agencies, review the complaints, and analyze the data to compile this report.

¹The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 41.19% of payroll in FY 20 and FY 21.

The Out Years

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

OLR Bill Analysis**sSB 698****AN ACT CONCERNING COMPLAINTS OF WORKPLACE VIOLENCE OR ABUSIVE CONDUCT INVOLVING STATE EMPLOYEES.****SUMMARY**

Starting by February 1, 2020, this bill requires the administrative services commissioner to submit an annual report that:

1. summarizes the number of complaints about workplace violence or abusive conduct involving state employees, and the complaints' outcomes, for the previous year;
2. recommends administrative or legislative actions related to the complaints; and
3. provides any additional information or recommendations the commissioner deems necessary and relevant about reporting, preventing, evaluating, and investigating the complaints.

The commissioner must submit the report to the governor and the Government Administration and Elections, Labor and Public Employees, Public Safety and Security, and Public Health committees.

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 14 Nay 0 (03/19/2019)