

OFFICE OF FISCAL ANALYSIS

Legislative Office Building, Room 5200
Hartford, CT 06106 ◊ (860) 240-0200
<http://www.cga.ct.gov/ofa>

sSB-440

AN ACT PROTECTING EMPLOYEE FREEDOM OF SPEECH AND
CONSCIENCE.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 20 \$	FY 21 \$
Labor Dept.	GF - Potential Revenue Gain	Minimal	Minimal

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill, which prohibits employers from disciplining or discharging an employee under certain enumerated circumstances, results in a potential minimal General Fund revenue gain from civil penalties to the extent that violations are found.

It is anticipated that the Labor Department has sufficient staff and expertise to manage any complaints, which are expected to be few in number.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to fluctuation in the number of violations found.