Offered by:
REP. FISHBEIN, 90th Dist.

To: House Bill No. 6935 File No. 478 Cal. No. 303

"AN ACT CONCERNING THE RIGHT OF A PUBLIC EMPLOYEE TO JOIN OR SUPPORT A UNION."

1 Strike everything after the enacting clause and substitute the following in lieu thereof:

"Section 1. Section 5-271 of the general statutes is amended by adding subsection (g) as follows (Effective July 1, 2019):

(NEW) (g) Notwithstanding the provisions of subsections (a) to (f), inclusive, of this section, any employee may opt out of membership and representation by any employee organization.

Sec. 2. Subsection (a) of section 5-280 of the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2019):

(a) If an exclusive representative has been designated for the employees in an appropriate collective bargaining unit, each employee in such unit who is not a member of the exclusive representative shall
be required, as a condition of continued employment, to pay to such
organization for the period that it is the exclusive representative, an
amount equal to the regular dues, fees and assessments that a member
is charged, provided that any employee who has opted out of
representation by such representative shall not be required to make
such payment.

Sec. 3. Section 7-468 of the general statutes is repealed and the
following is substituted in lieu thereof (Effective July 1, 2019):

(a) Employees shall have, and shall be protected in the exercise of,
the right of self-organization, to form, join, not join or assist any
employee organization, to bargain collectively through representatives
of their own choosing on questions of wages, hours and other
conditions of employment and to engage in other concerted activities
for the purpose of collective bargaining or other mutual aid or
protection, free from actual interference, restraint or coercion.

(b) When an employee organization has been designated by the
State Board of Labor Relations as the representative of the majority of
the employees in an appropriate unit, or has been recognized by the
chief executive officer of a municipal employer as the representative of
the majority of employees in an appropriate unit, that employee
organization shall be recognized by the municipal employer as the
exclusive bargaining agent for the employees of such unit who have
not opted out of such representation.

(c) When an employee organization has been designated in
accordance with the provisions of sections 7-467 to 7-477, inclusive, as
the exclusive representative of employees in an appropriate unit, it
shall have the right to act for and to negotiate agreements covering all
employees in the unit who have not opted out of such representation
and shall be responsible for representing the interests of all such
employees without discrimination and without regard to employee
organization membership.

(d) When an employee organization has been designated in
accordance with the provisions of sections 7-467 to 7-477, inclusive, as
the exclusive representative of employees in an appropriate unit, it
shall have a duty of fair representation to the members of that unit.

(e) An individual employee at any time may present a grievance to
his employer and have the grievance adjusted, without intervention of
an employee organization, provided the adjustment shall not be
inconsistent with the terms of a collective bargaining agreement then
in effect. The employee organization certified or recognized as the
exclusive representative shall be given prompt notice of the
adjustment.

Sec. 4. (NEW) (Effective July 1, 2019) Any collective bargaining
agreement negotiated pursuant to chapter 68 or chapter 113 of the
general statutes, or employee notices related to such agreement, shall
contain a clear and unambiguous statement that each employee has a
right to opt out of membership in the employee organization that
negotiated such collective bargaining agreement."

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

| Section 1 | July 1, 2019 | 5-271 |
| Sec. 2    | July 1, 2019 | 5-280(a) |
| Sec. 3    | July 1, 2019 | 7-468 |
| Sec. 4    | July 1, 2019 | New section |