

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: HB-6381

AN ACT ESTABLISHING A TASK FORCE REGARDING THE STATE

Title: WORKFORCE AND RETIRING EMPLOYEES.

Vote Date: 2/18/2021

Vote Action: Joint Favorable Substitute

PH Date: 2/9/2021

File No.:

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SPONSORS OF BILL:

Labor & Public Employees

REASONS FOR BILL:

OLR reports up to 13,000 state employees have incentive to retire before July 1, 2022. This could cause a loss of as much as 25% of essential workers such as corrections officers, child services social workers and police officers. The impact of this "Silver Wave" disruption of services should be examined.

RESPONSE FROM ADMINISTRATION/AGENCY:

None submitted.

NATURE AND SOURCES OF SUPPORT:

STEPHEN ANDERSON, PRESIDENT, SEIU LOCAL 2001

This issue could impact the managerial and the exempt employees' class as well as the unionized rank and file workforce. It would help prepare state workers/agencies/policy makers and residents with recommendations.

CARL CHISAM, PRESIDENT, CT EMPLOYEES UNION, INDEPENDENT SEIU LOCL 511

The state must guarantee they can provide vital services needed by many retiring workers. We must ensure these vacant positions are filled by highly qualified individuals and a smooth transition is achieved.

EILEEN EGO, ASSISTANT DISTRICT ENGINEER, M 7 E, AFT LOCAL 6577

In her testimony, Ms. Ego told of her long and successful work history and cited many obstacles the state would be facing in the future. She said some managerial positions are not allowed collective bargaining rights and have gone years without raises. Moving up the chain of command, workers received more responsibility but no pay raise. Many leave state service to enter the private sector where they can earn more. Many of these positions remain unfilled. There is little incentive for managers to work to peak efficiency. This is a matter of fairness.

BARBARA FERNANDEZ, SPECIAL ASSISTANT, M-E, AFT LOCAL 6577

This proposal creates a much-needed roadmap to ensure the smooth transition of state services once managers start to retire. There are many barriers for managers in state service and they can't be replaced solely with consultants. Experienced people are needed to implement the system and provide the services citizens demand.

KATERINE FIEDLER, STAFF ATTORNEY, SAVE THE SOUND

The upcoming 2022 retirement of many workers will affect agency resources statewide. This will have even more impact due to budget constraints resulting from the pandemic. This large cut in the workforce will accelerate strains on the DEEP and threaten the environment and health. Staff turnovers are higher now. Effective results require effective workers with many skills and specialized experience. This successor planning is much needed, and they encourage further dialogue regarding the critical function of DEEP.

SAL LUCIANO, PRESIDENT CT AFL-CIO

CT is facing an impending 'silver tsunami' with a massive wave of employee retirements. This will come with a huge loss of institutional knowledge, experience and expertise. It is critical to plan for these successions and important to identify barriers to recruit the next generation of managerial and expert professionals.

MICHAEL MEDICK, DISTRICT ENGINEER, CT DOT

With an impressive resume and experience, he is earning approximately \$15,000 less than some of the people he supervises. When he got his last raise of 5%, his health insurance also went up leaving him with only a 3% increase. Disparities in compensation create an untenable position for managers. Financially penalizing responsible employees who advance is more than disheartening: it is outright unfair and shortsighted.

MONIKA NUGENT, PRESIDENT, MANAGERIAL EXEMPT EMPLOYEES UNITED

M & E is fighting for equitable treatment and benefits that collective bargaining units receive. They suggest changes: Adequate and equal merit and COLA increases; Reduction in insurance coverage payments; Increased training and education for managers (now there is none); Ability to telework AFTER the public emergency orders for COVID are lifted, and adjustments to the manager's pay so there is more flexibility in step-increases and wages from the outset of hiring.

RICHARD SYMONDS, DISTRICT ENGINEER, DOT, DISTRICT R CONSTRUCTION

Typically, a promotion comes with the expectation of a 5% raise and a chance to advance. Increased medical premiums and payment to the FMLA bank has left him with less than 5% because he is now at the maximum rate. Also, there is a risk that if the rank and file get a COLA, managers could be excluded. There are numerous additions to daily responsibilities and compensation is not in line with the responsibilities. Recruitment for managers have no incentive since higher salaries are more available in the private sector.

STACY ZIMMERMAN, SERVICE EMPLOYEES INTERNATIONAL UNION

He submitted testimony supporting the entire agenda. If passed, these bills have the ability to stabilize workplaces and address both long-standing and COVID-19 related employment issues.

NATURE AND SOURCES OF OPPOSITION:

EXTERNAL AFFAIRS DIVISION, STATE OF CT, JUDICIAL BRANCH

They have an issue with the bill as drafted. Lines 35 & 36 state two appointed members of the task force "shall be judicial employees in the MP pay plan". However, the judicial branch does not have an MP pay plan.

Reported by: Marie Knudsen, Assistant Clerk

Date: 3/9/2021