

# OFFICE OF FISCAL ANALYSIS

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

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sSB-163

AN ACT PROTECTING EMPLOYEE FREEDOM OF SPEECH AND  
CONSCIENCE.

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## ***OFA Fiscal Note***

### ***State Impact:***

Agency Affected	Fund-Effect	FY 23 \$	FY 24 \$
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.<sup>1</sup>

The bill allows aggrieved parties to bring an action in court over alleged violations, which does not result in any cost impact. The court system disposes of over 400,000 cases annually and the number of cases is not anticipated to be great enough to have a material impact on court operations.

The bill has no cost impact to the state or municipalities as employers as it is anticipated that these entities would not violate the provisions of the bill.

### ***The Out Years***

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<sup>1</sup> The bill makes employers found in violation of the bill's provisions liable for a \$300 penalty imposed by the Department of Labor.

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