

OFFICE OF FISCAL ANALYSIS

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SB-318

AN ACT CONCERNING CAPTIVE AUDIENCE MEETINGS.

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 penalizing or threatening to penalize an employee for not attending captive audience meetings, results in a potential minimal revenue gain to the extent there are violations proven in court.¹

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 change 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

¹ Under the bill a violator is liable to the affected employee for damages caused by the prohibited action, including punitive damages, and reasonable attorney's fees, as well as subject to a \$300 civil penalty imposed by the Department of Labor.

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