

# Labor and Public Employees Committee

## JOINT FAVORABLE REPORT

**Bill No.:** HB-5441

AN ACT ADOPTING THE RECOMMENDATIONS OF THE TASK FORCE TO

**Title:** STUDY THE STATE WORKFORCE AND RETIRING EMPLOYEES.

**Vote Date:** 3/24/2022

**Vote Action:** Joint Favorable Substitute

**PH Date:** 3/15/2022

**File No.:**

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### SPONSORS OF BILL:

Labor and Public Employees Committee

Rep. Robyn A. Porter, 94<sup>th</sup> Dist.

Rep. Minnie Gonzalez, 3<sup>rd</sup> Dist.

### REASONS FOR BILL:

This bill adopts the recommendations of the task force to study the state workforce and retired employees. The recommendations will help address needs in the state workforce by collecting data and providing a comprehensive toolkit for every agency to prepare for its next-generation workforce.

### RESPONSE FROM ADMINISTRATION/AGENCY:

Connecticut Department of Administrative Services; opposes this bill stating that DAS has concerns about certain sections of this bill including section 1, 2, 4, and 7. It is stated that this is not a feasible policy.

State of Connecticut, Comptroller, Natalie Braswell; supports this bill stating that it provides a comprehensive toolkit for every agency to prepare for its next-generation workforce. It is stated that this "comprehensive toolkit" includes establishing a Chief Diversity, Equity and Inclusion officer, administering an exit survey, implementing strategic planning and incorporating professional development. It is stated that the recruitment and sustainment of our state government workforce demands that we provide workers with the opportunity to continuously learn and grow in their positions.

Commission on Human Rights and Opportunities; opposes this bill stating that they have constitutional concerns regarding this bill. It is stated that this bill laudably requires agencies

to consider ways to recruit more women and people of color but, without detailed nuance as found in the existing affirmative action program, this bill as written will likely result in a policy that unconstitutionally discriminates against other groups. It is stated that many portions of this bill are also redundant of current statute and regulations.

#### **NATURE AND SOURCES OF SUPPORT:**

AFSCME, Executive Director, Jody Barr; supports this bill stating that the recommendations are robust and will help address needs in state the state workforce by collecting data on the estimated number of employees expected to retire. It is stated that this bill would also establish a Chief Diversity, Equity, and Inclusion Officer as well as develop an Equity Advisory Committee. This will help address racial or gender disparities that exist in our state workforce.

Connecticut Employees Union Independent, President, Carl Chisem; supports this bill stating that with the large number of State retirements across all agencies looming ahead of us, now is the time to support the work done by the task force so that we can be as prepared for this large influx of retirements as is possible.

AFSCME Clerical Local 318, President, Patricia Davis; supports this bill stating that clerical workers are the backbone of every agency. It is stated that when departments aren't properly staffed, the citizens of Connecticut are the ones who suffer the most. It is stated that the establishment of an Equity Advisory Committee is critical in addressing racial and gender disparities that exist in our state workforce.

Connecticut AFL-CIO, President, Ed Hawthorne; supports this bill that each recommendation of the task force will ensure that the state government will be provided the necessary means to operate efficiency as a result of the increased number of retiring employees. It is stated that ensuring stability and efficiency for state workers and recipients of state services will benefit us all.

Managerial and Exempt Employees United-AFTCT, President, Monika Nugent; supports this bill stating that she urges the adoption of all recommendations by the task force. It is stated that the task force that came up with these recommendations worked extensively gathering information, listening to several presentations, and discussing the important issues that came before it. It is stated that these recommendations are the summation of that insightful work.

Administrative and Residual Employees Union, Treasurer, Ally Sexton; supports this bill stating that she strongly supports SEBAC's involvement in any strategic plan to examine the positions and position types to be replaced. It is stated that for members of A&R and other professional bargaining units, wage compression and inversion has been a disincentive for members to even apply for managerial positions. It is stated that this change to section 5-202(p) would mean that managerial positions would be more attractive to unionized state employees, and that managerial positions would be more likely to be filled with those experienced in state government operations.

CSEA SEIU Local 2001, President, Travis Woodward; supports this bill stating that this bill is a proactive response to the coming wave of retirements in Connecticut state employees. It is stated that this bill empowers key stakeholders such as state employees, commissioners, the

Comptroller, and policymakers to use data and planning to help make educated decisions when it comes to the large number of retirements expected early this year.

SEIU, Organizer, Stacey Zimmerman; supports this bill.

**NATURE AND SOURCES OF OPPOSITION:**

Connecticut, Resident, David Godbout; opposes this bill stating that it would violate the Fourth Amendment of the United States Constitution.

Department of Labor, Legal Director, Heidi Lane; opposes this bill stating that the CTDOL would be unable to meet the requirement found in section 4 of the bill. It is stated that in order to meet this new mandate, CTDOL would need additional staff to survey all CT state agencies, analyze and report the data.

**Reported by: Alex Koshgarian, Assistant Clerk      Date: 04/04/2022**