
OLR Bill Analysis

HB 5444

AN ACT CONCERNING UNION WORKERS.

SUMMARY

This bill expands the State Labor Relations Act's list of unfair labor practices and generally requires employers and unions to begin contract negotiations within 30 days after the union's designation or election.

The bill expands the list of unfair labor practices to include (1) misrepresenting to an employee his or her status in a bargaining unit and (2) permanently replacing a striking employee. These unfair practices apply to private employers that are not covered by the National Labor Relations Act.

By law, the State Board of Labor Relations (SBLR) receives and designates an agent to investigate complaints of unfair labor practices. If, after the investigation and a hearing on the matter, an employer is found to commit an unfair labor practice, the board shall issue a cease and desist order for the violation and may require things like back pay, employee reinstatement, or filing reports showing ongoing compliance. The board may seek to enforce orders in Superior Court (CGS § 31-107).

The bill also requires an employer and the labor organization representing its employees (i.e., union) to begin negotiations on wages, hours, and other conditions of employment within 30 days after the organization is designated or elected to represent the employees. Under the bill, the employer and organization have a duty to negotiate and may agree to delay the start of negotiations to a certain date or if SBLR orders it.

EFFECTIVE DATE: July 1, 2022

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/22/2022)