
OLR Bill Analysis

HB 6720

AN ACT CONCERNING THE STATE MANAGERIAL EMPLOYEE DEFINITION FOR PURPOSES OF COLLECTIVE BARGAINING.

SUMMARY

This bill broadens the range of state employees who have a right to collectively bargain. It does so by tightening the criteria used to determine whether an employee is a “managerial employee” who, by law, does not have collective bargaining rights.

Under current law, non-higher education employees are managerial employees if the principal functions of their position involve at least two of the following four responsibilities:

1. directing a subunit or facility of a major division of an agency or assignment to an agency head’s staff;
2. developing, implementing, and evaluating goals and objectives consistent with agency mission or policy;
3. participating in formulating agency policy; or
4. having a major role in administering collective bargaining agreements or major personnel decisions, or both, including staffing, hiring, firing, evaluating, promoting, and training employees.

To be considered a managerial employee under the bill, an employee instead must play a major role in administering collective bargaining agreements or major personnel decisions (number four above), plus have one of the other three responsibilities. The law, unchanged by the bill, uses these same criteria to determine managerial employee positions in the state’s higher education system.

By law, the State Board of Labor Relations makes rulings to settle disputes over how the collective bargaining law is applied, such as whether a particular group of employees is eligible to collectively bargain.

EFFECTIVE DATE: October 1, 2023

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 7 Nay 4 (02/28/2023)