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## **OLR Bill Analysis**

### **SB 912**

#### ***AN ACT CONCERNING THE STATUS OF PROBATE COURT SYSTEM EMPLOYEES.***

#### **SUMMARY**

This bill provides collective bargaining (i.e., unionizing) rights to probate court employees, including the regional children's probate court employees. Current law does not provide them with collective bargaining rights or obligate the probate court administrator to bargain with them.

Beginning October 1, 2023, the bill deems these employees state employees only for collective bargaining purposes under the state employee collective bargaining law. Under current law, probate court employees are deemed not to be state employees for any purpose, and they serve at the pleasure of the probate court judges.

The bill specifies that probate court employees (1) cannot form more than two separate bargaining units, one each for professional employees and nonprofessional employees, and (2) will remain at-will employees after the bill's effective date if they choose not to unionize.

Under the bill, starting October 1, 2023, the probate court is considered an employer for collective bargaining purposes thus requiring the probate court administrator, or her designee, to negotiate with employees on the court's behalf.

The bill also makes technical and conforming changes.

The state employee collective bargaining law establishes provisions for (1) selecting an exclusive bargaining agent for collective bargaining, (2) holding an election on whether to form a union, (3) mandatory negotiations, (4) mandatory binding arbitration when a negotiation

impasse is declared, and (5) other steps and mechanisms related to bargaining and arbitration (CGS §§ 5-270 to -280).

EFFECTIVE DATE: October 1, 2023

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 7 Nay 4 (02/16/2023)