

OFFICE OF FISCAL ANALYSIS

Legislative Office Building, Room 5200
Hartford, CT 06106 ◊ (860) 240-0200
<http://www.cga.ct.gov/ofa>

sSB-411

AN ACT CONCERNING TEMPORARY STATE EMPLOYEES AND COLLECTIVE BARGAINING.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 25 \$	FY 26 \$
Various State Agencies; Higher Education Constituent Units	All Funds - Potential Cost	See Below	See Below

Note: All Funds=All Funds

Municipal Impact: None

Explanation

The bill requires temporary or part-time state employees to be added to a state employee bargaining unit for collective bargaining purposes provided they do the same or similar types of work as permanent employees in collective bargaining units and the union request it. The bill may result in a cost to various agencies and constituent units of higher education to the degree additional temporary employees are included in unions, and as a result see greater compensation. The potential increase in compensation may be in the form of higher salary and wages or fringe benefits increases.

The number of employees that are currently classified as temporary that are not already in a bargaining unit exceeds 1,000 across appropriated funds. It is uncertain how many of these positions would meet the requirement of the bill including doing similar types of work as permanent employees.

The Out Years

Primary Analyst: WL
Contributing Analyst(s):
Reviewer: MM

4/8/24

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

Sources: Core-CT Financial Accounting System