

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: SB-411
AN ACT CONCERNING TEMPORARY STATE EMPLOYEES AND COLLECTIVE
Title: BARGAINING.
Vote Date: 3/19/2024
Vote Action: Joint Favorable
PH Date: 3/12/2024
File No.:

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SPONSORS OF BILL:

Labor and Public Employees Committee

REASONS FOR BILL:

This reason for this bill is to establish that temporary state employees have the ability to collectively bargain if they so choose, in order to improve their working conditions. At present, temporary state employees are not eligible for collective bargaining with state unions.

RESPONSE FROM ADMINISTRATION/AGENCY:

None provided.

NATURE AND SOURCES OF SUPPORT:

Chloe Edwards, Member, CSEA SEIU Local 2001: Ms. Edwards submitted testimony in support of the bill. In her comments, she noted that, "One of the most significant challenges I faced was the lack of sick time". She wrote, "I had to rely on insurance through my parents and continued to work for weeks while still feeling ill, as I did not have the benefit of paid sick leave". She added that although her work and workload was as important and like permanent employees. However, she wants to advocate for seasonal employees who is not ensured benefits or equal value as permanent employees.

Nate Padgett, Member, CSEA SEIU Local 2001: Mr. Padgett submitted testimony in support of the bill. In his comments, he wrote "We lose valuable employees yearly simply because they cannot afford to continue to keep coming back, regardless of how much they love their job; and as a result, we invest considerable time and resources into developing

more people to replace them every year”. He added that seasonal employees are not recognized for their invaluable contributions, regardless of their duration of employment.

Xavier Gordon, Member, AFSCME Council 4: Mr. Gordon submitted testimony in support of the bill. In his comments he explains, how due to the shortsighted layoff of employees it increased stress level for DOL employees. He wrote “Temporary workers are still providing crucial services to the public and should be treated with the respect they deserve by having protections under a collective bargaining agreement”. He added that future temporary employees should be held to the lowest standards in accommodation to their position.

Ed Hawthorne, President, Connecticut AFL-CIO: Mr. Hawthorne submitted testimony in support of the bill. In his testimony, he wrote “They work seasonally as maintenance workers, lifeguards, park rangers, interpretive guides, first aid attendants, resource 5 assistants, office assistants, and Special Conservation Officers”. He added that the bill will ensure temporary employees will have same rights and benefits, including health insurance. However, the bill will provide long-term benefits for the state by incentivizing longevity over multiple seasons.

Dave Glidden, Member, CSEA SEIU Local 2001: Mr. Glidden submitted testimony in support of the bill. In his comments, he wrote “Our ask is simple: seasonal state employees should not be excluded from collectively bargained contracts but should instead be treated the same as other workers in state service”. He added that temporary employees are subject to employment instability, low pay wages, and no guaranteed transition to permanent positions.

Zak Leavy, Legislative Director, AFSCME Council 4: Mr. Leavy submitted testimony in support of the bill. In his comments, he noted that “Temporary employees often perform similar or equal work to permanent employees but do so without the same collective bargaining rights”. He added that the bill will allow more temporary workers to move into permanent positions.

Katie Perzanowski, Member, CSEA SEIU Local 2001: Ms. Perzanowski submitted testimony in support of the bill. In her comments, he noted that “I was disqualified from Husky because the system could only calculate yearly salaries and there was no way to take into consideration the mandatory three months off that the state required”. She added that as an experienced seasonal employee there was a challenge of paying health insurance and adding financial strain. However, becoming a permanent employee offered more stability.

NATURE AND SOURCES OF OPPOSITION:

Frank Ricci, Executive Labor Fellow, Yankee Institute: Mr. Ricci stated his strong objection to fair collective bargaining rights to temporary employees. He shared his belief that extending collective bargaining rights to temporary employees is a maneuver by unions to increase their dues collection.

Reported by: Giselle Galarza

Date: 04/04/2024