
OLR Bill Analysis

SB 411

AN ACT CONCERNING TEMPORARY STATE EMPLOYEES AND COLLECTIVE BARGAINING.

SUMMARY

This bill requires temporary state employees to be included in a state employee bargaining unit for collective bargaining purposes if (1) they do the same or similar types of work as permanent employees in the unit, (2) they are not currently in the unit, and (3) the unit's exclusive representative (i.e., union) requests it. Under the bill, a "temporary employee" is someone hired for a limited term (e.g., casual, seasonal, periodic, extra help, relief, and per diem employees).

Once the temporary employees have been included in the bargaining unit, the bill requires the state to promptly begin negotiating with the union to set wages, hours, and employment terms and conditions for them. This must include whether temporary employees receive (1) seniority or any other credit or benefit for their time as a temporary employee if they obtain permanent employment and (2) preferential hiring over external candidates for permanent positions. Any agreement reached by the negotiations must be added as an addendum to the bargaining unit's existing collective bargaining agreement, with any subsequently negotiated employment terms and conditions for permanent and temporary employees included in a successor agreement. The bill specifies that this does not require the same employment terms and conditions for permanent and temporary employees.

Under the bill, when the state hires temporary employees, it must give them and their union their wage rates, benefits eligibility, anticipated employment duration, and procedures explaining how to apply for permanent positions.

Existing law requires public employers to give public employee unions certain information about newly hired employees (e.g., their name, job title, work location) in a certain format and within certain timeframes. For temporary state employees, the bill requires the state to also give the union (1) the anticipated end date for a newly hired temporary employee and (2) the actual end date for a temporary employee whose employment has ended.

EFFECTIVE DATE: Upon passage, except that the provision requiring the state to give unions information about a temporary employee's anticipated or actual end date is effective October 1, 2024.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 8 Nay 4 (03/19/2024)