



Senate

General Assembly

File No. 166

January Session, 2025

Substitute Senate Bill No. 1037

Senate, March 20, 2025

The Committee on Labor and Public Employees reported through SEN. KUSHNER of the 24th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT INCREASING THE PER DIEM RATE FOR MEMBERS OF THE STATE BOARD OF LABOR RELATIONS AND COMPENSATION FOR MEMBERS OF THE BOARD OF MEDIATION AND ARBITRATION.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsection (a) of section 31-102 of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective October*
3 *1, 2025*):

4 (a) There shall continue to be in the Labor Department the
5 Connecticut State Board of Labor Relations, which shall be composed of
6 three members. On or before June first in the odd-numbered years, as
7 the term of each member expires, the Governor shall, with the advice
8 and consent of the General Assembly, appoint a successor to serve for a
9 term of six years. Each member of the board shall have been an elector
10 in this state for at least one year next preceding his appointment. Any
11 member may be removed by the Governor for cause shown in a public
12 hearing after the accused has been given a copy of the charges made and

13 has had an opportunity to answer such charges. The Governor shall fill
14 any vacancy by appointment for the unexpired term. No member shall
15 receive a salary but each member shall be paid [one hundred fifty] three
16 hundred dollars in lieu of expenses for each day during which he is
17 engaged in the duties of the board. The offices of the board shall be in
18 the department at Wethersfield. The board is authorized to hold
19 hearings at any place in this state. Subject to the provisions of chapter
20 67, the board shall appoint such employees, including an assistant to the
21 agent, for such periods as may be necessary to carry out the work of the
22 board and the provisions of this chapter without undue delay. All files,
23 records and documents accumulated by the board shall be kept in
24 offices provided by the department. All decisions shall be made by a
25 majority of the board and a copy shall be filed with the commissioner.
26 As provided in section 4-60 and more frequently if required by the
27 governor, the board shall make a written report to the Governor, a copy
28 of which shall be filed with the commissioner.

29 Sec. 2. Section 31-98 of the general statutes is repealed and the
30 following is substituted in lieu thereof (*Effective October 1, 2025*):

31 (a) The panel, or its single member if sitting in accordance with
32 section 31-93, may, in its discretion and with the consent of the parties,
33 issue an oral decision immediately upon conclusion of the proceedings.
34 If the decision is to be in writing, it shall be signed, within fifteen days,
35 by a majority of the members of the panel or by the single member so
36 sitting, and the decision shall state such details as will clearly show the
37 nature of the decision and the points disposed of by the panel. Where
38 the decision is in writing, one copy thereof shall be filed by the panel in
39 the office of the town clerk in the town where the controversy arose and
40 one copy shall be given to each of the parties to the controversy. The
41 panel or single member which has rendered an oral decision
42 immediately upon conclusion of the proceedings shall submit a written
43 copy of the decision to each party within fifteen days from the issuance
44 of such oral decision. In all cases where a decision is rendered orally
45 from the bench, the secretary shall cause such oral decision to be
46 transcribed, approved by the panel or single member as applicable and

47 filed with the records of the board proceedings.

48 (b) Upon the conclusion of the proceedings, each member of the panel
49 shall receive [three hundred twenty-five] five hundred dollars and a
50 panel member who prepares a written decision shall receive an
51 additional [five hundred] one thousand dollars, or the single member,
52 if sitting in accordance with section 31-93, shall receive [three hundred
53 twenty-five] five hundred dollars, provided if the proceedings extend
54 beyond one day, each member shall receive [three hundred twenty-five]
55 five hundred dollars for each additional day beyond the first day, and
56 provided further no proceeding may be extended beyond two days
57 without the prior approval of the Labor Commissioner for each such
58 additional day.

59 (c) Upon the conclusion of an executive panel session, each member
60 of such panel shall receive [two] three hundred dollars.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2025	31-102(a)
Sec. 2	October 1, 2025	31-98

Statement of Legislative Commissioners:

The title was changed.

LAB *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 26 \$	FY 27 \$
Labor Dept.	GF - Cost	280,500	374,000

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill, which increases compensation for various members of the State Board of Labor Relations (SBLR) and State Board of Mediation and Arbitration (SBMA), results in the fiscal impacts outlined below.

Section 1 increases the per diem rate paid to members of the SBLR from \$150 to \$300 for each day during which they are engaged in board duties. This results in a General Fund cost to the Department of Labor (DOL) of \$48,000 in FY 26 (partial year cost) and \$64,000 in FY 27. This is based on data from DOL indicating there were 119 days, on average during the last three fiscal years, in which members were engaged in duties of the board and \$64,000 on average was provided annually as per diem payments during the same time period.

Section 2 increases the compensation paid to members of the SBMA for (1) attended proceedings, (2) preparation of written decisions, (3) proceedings extending beyond the first day, and (4) executive panel sessions. This results in a General Fund cost to the DOL of \$232,500 in FY 26 (partial year cost) and \$310,000 in FY 27. This is based on data

from DOL indicating there were 471 proceeding days¹, 75 written decisions, and 238 executive panel sessions on average during the last three fiscal years.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to the fluctuation of days in which SBLR members are engaged in board duties, number of SBMA proceedings, written decisions, and executive panel sessions.

¹ Includes proceeding days that extended beyond the first day.

OLR Bill Analysis**sSB 1037*****AN ACT INCREASING THE PER DIEM RATE FOR MEMBERS OF THE STATE BOARD OF LABOR RELATIONS AND COMPENSATION FOR MEMBERS OF THE BOARD OF MEDIATION AND ARBITRATION.*****SUMMARY**

This bill increases the per diem rate for regular and alternate members of the State Board of Labor Relations from \$150 to \$300 per day.

It also increases the compensation that State Board of Mediation and Arbitration members receive for their services. The bill increases the amount that:

1. each member of a three-member panel receives at the end of a proceeding, from \$325 to \$500;
2. a panel member receives for preparing a written decision, from \$500 to \$1,000;
3. a member receives for proceedings that use only a single member, from \$325 to \$500;
4. each panel member receives at the end of an executive panel session, from \$200 to \$300; and
5. each panel member receives if the proceedings last longer than a day, from \$325 to \$500 for each additional day (proceedings cannot last longer than two days without the labor commissioner's prior approval for each additional day).

EFFECTIVE DATE: October 1, 2025

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 9 Nay 4 (03/06/2025)