

---

## **OLR Bill Analysis**

### **SB 1486**

#### ***AN ACT CONCERNING TEMPORARY STATE EMPLOYEES AND COLLECTIVE BARGAINING.***

#### **SUMMARY**

This bill allows temporary state employees to be included in a state employee bargaining unit for collective bargaining purposes if (1) their classification as a temporary employee is not currently included in the bargaining unit and (2) the unit's exclusive representative (such as a union) requests it.

Under the bill, a "temporary employee" is someone hired for a limited term to do the same or comparable work as employees in permanent positions (such as casual, seasonal, periodic, extra help, relief, and per diem employees). Once temporary employees are 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 for their time as a temporary employee if they obtain permanent status 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 (1) wage rates, (2) benefits eligibility, (3) anticipated employment duration, and (4) procedures explaining how

to apply for permanent positions. The bill also requires the state to give the union the (1) anticipated end date for a newly hired temporary employee and (2) actual end date for a temporary employee whose employment has ended.

Existing law requires public employers to give public employee unions certain information about newly hired employees (such as their name, job title, and work location) in a certain format and within certain timeframes.

The bill also makes technical changes.

EFFECTIVE DATE: Upon passage

### **COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 9      Nay 4      (03/13/2025)