



General Assembly

**Amendment**

January Session, 2025

LCO No. 9325



Offered by:  
SEN. SAMPSON, 16<sup>th</sup> Dist.

To: Senate Bill No. 8

File No. 177

Cal. No. 142

**"AN ACT CONCERNING PROTECTIONS FOR WORKERS AND  
ENHANCEMENTS TO WORKERS' RIGHTS."**

1 After the last section, add the following and renumber sections and  
2 internal references accordingly:

3 "Sec. 501. Subdivisions (1) and (2) of subsection (b) of section 5-278 of  
4 the general statutes are repealed and the following is substituted in lieu  
5 thereof (*Effective July 1, 2025*):

6 (b) (1) Any agreement reached by the negotiators shall be reduced to  
7 writing. The agreement, together with a request for funds necessary to  
8 fully implement such agreement and for approval of any provisions of  
9 the agreement which are in conflict with any statute or any regulation  
10 of any state agency, and any arbitration award, issued in accordance  
11 with section 5-276a, as amended by this act, together with a statement  
12 setting forth the amount of funds necessary to implement such award,  
13 shall be filed by the bargaining representative of the employer with the  
14 clerks of the House of Representatives and the Senate within ten days  
15 after the date on which such agreement is reached or such award is

16 distributed. The General Assembly may approve any such agreement as  
17 a whole by a majority vote of each house, [or] may reject such agreement  
18 as a whole by a majority vote of either house or may modify any such  
19 award by a majority vote of either house. The General Assembly may  
20 reject any such award as a whole by a two-thirds vote of either house if  
21 it determines that there are insufficient funds for full implementation of  
22 the award.

23 (2) (A) If an agreement is rejected, the matter shall be returned to the  
24 parties, who shall initiate arbitration in accordance with the provisions  
25 of section 5-276a, as amended by this act. The parties [may submit] shall  
26 file any award issued pursuant to such arbitration [to the General  
27 Assembly for approval in the same manner as the rejected agreement]  
28 with the clerks of the House of Representatives or the Senate within ten  
29 days after the date such award is distributed. The General Assembly  
30 may (i) approve any such award as a whole by a majority vote of each  
31 house, (ii) reject any such award as a whole by a majority vote of either  
32 house, or (iii) modify any such award by a majority vote of either house.  
33 If the arbitration award is rejected by the General Assembly, the matter  
34 shall be returned again to the parties for further arbitration. Any award  
35 issued pursuant to such further arbitration shall [be deemed approved  
36 by the General Assembly] again be filed with the General Assembly and  
37 the General Assembly may approve, reject or modify such award in  
38 accordance with the provisions of this subparagraph.

39 (B) If an arbitration award, other than an award issued pursuant to  
40 subparagraph (A) of this subdivision, is rejected, the matter shall be  
41 returned to the parties for further arbitration. Any award issued  
42 pursuant to such further arbitration shall [be deemed approved by the  
43 General Assembly] again be filed with the General Assembly and the  
44 General Assembly may approve, reject or modify such award in  
45 accordance with the provisions of subparagraph (A) of this subdivision.

46 Sec. 502. Subdivision (6) of subsection (e) of section 5-276a of the  
47 general statutes is repealed and the following is substituted in lieu  
48 thereof (*Effective July 1, 2025*):

49 (6) The award of the arbitrator shall be [final and binding upon the  
50 employer and the designated employee organization unless rejected by  
51 the legislature as provided in section 5-278, except that a] filed with the  
52 clerks of the House of Representatives or the Senate within ten days  
53 after the date such award is distributed. The General Assembly may (A)  
54 approve any such award as a whole by a majority vote of each house,  
55 (B) reject any such award as a whole by a majority vote of either house,  
56 or (C) modify any such award by a majority vote of either house. A  
57 motion to vacate or modify the arbitrator's decision concerning any  
58 issue in such award may be filed in the superior court for the judicial  
59 district of Hartford within thirty days following receipt of such award.  
60 Such motion to vacate or modify shall identify the specific issue or issues  
61 in the award which the court is being asked to vacate or modify. Any  
62 decision by the arbitrator on issues that are not subject to a motion to  
63 vacate or modify shall be final and binding upon the parties. The court,  
64 after hearing, may vacate or modify the arbitrator's decision concerning  
65 the award or any issue in the award only if the court finds that  
66 substantial rights of a party have been prejudiced because such award  
67 is: [(A)] (i) In violation of constitutional provisions; [(B)] (ii) in excess of  
68 the statutory authority of the arbitrator; [(C)] (iii) made upon unlawful  
69 procedure; [(D)] (iv) affected by other error of law; [(E)] (v) clearly  
70 erroneous in view of the reliable, probative and substantial evidence of  
71 the whole record; or [(F)] (vi) arbitrary or capricious or characterized by  
72 abuse of discretion or clearly unwarranted exercise of discretion.

73 Sec. 503. Subdivisions (10) to (15), inclusive, of subsection (d) of  
74 section 7-473c of the general statutes are repealed and the following is  
75 substituted in lieu thereof (*Effective July 1, 2025*):

76 (10) The decision of the panel and the resolved issues shall be [final  
77 and binding upon the municipal employer and the municipal employee  
78 organization except as provided in subdivision (12) of this subsection  
79 and, if such award is not rejected by the legislative body pursuant to  
80 said subdivision, except that a] submitted to the legislative body of the  
81 municipal employer within ten days of distribution of such award. The

82 legislative body may approve, reject or modify such award in  
83 accordance with the provisions of subdivision (12) of this subsection. A  
84 motion to vacate or modify such decision may be made in accordance  
85 with sections 52-418 and 52-419.

86 (11) In regard to all proceedings undertaken pursuant to this  
87 subsection the secretary of the State Board of Mediation and Arbitration  
88 shall serve as staff to the arbitration panel.

89 (12) Within twenty-five days of the receipt of an arbitration award  
90 issued pursuant to this section, the legislative body of the municipal  
91 employer may approve, reject or modify the award of the arbitrators or  
92 single arbitrator by a two-thirds majority vote of the members of such  
93 legislative body present at a regular or special meeting called and  
94 convened for such purpose. If the twenty-fifth day specified in this  
95 subdivision falls on a weekend or a holiday, such deadline shall be  
96 extended through the next business day following the twenty-fifth day.

97 (13) [Within] If an award is rejected by the legislative body, within  
98 ten days after such rejection, the legislative body or its authorized  
99 representative shall be required to state, in writing, the reasons for such  
100 vote and shall submit such written statement to the State Board of  
101 Mediation and Arbitration and the municipal employee organization.  
102 Within ten days after receipt of such notice, the municipal employee  
103 organization shall prepare a written response to such rejection and shall  
104 submit it to the legislative body and the State Board of Mediation and  
105 Arbitration.

106 (14) Within ten days after receipt of such rejection notice, the State  
107 Board of Mediation and Arbitration shall select a review panel of three  
108 arbitrators or, if the parties agree, a single arbitrator who are residents  
109 of Connecticut and labor relations arbitrators approved by the  
110 American Arbitration Association and not members of the panel who  
111 issued the rejected award. Such arbitrators or single arbitrator shall  
112 review the decision on each such rejected issue. The review conducted  
113 pursuant to this subdivision shall be limited to the record and briefs of

114 the hearing pursuant to subsection (c) of this section, the written  
115 explanation of the reasons for the vote and a written response by either  
116 party. In conducting such review, the arbitrators or single arbitrator  
117 shall be limited to consideration of the criteria set forth in subdivision  
118 (9) of this subsection. Such review shall be completed within twenty  
119 days of the appointment of the arbitrators or single arbitrator. The  
120 arbitrators or single arbitrator shall accept the last best offer of either of  
121 the parties.

122 (15) Within five days after the completion of such review the  
123 arbitrators or single arbitrator shall render a decision with respect to  
124 each rejected issue, which shall [be final and binding upon the  
125 municipal employer and the employee organization except that a] again  
126 be submitted to the legislative body of the municipal employer within  
127 ten days of distribution of such decision and the legislative body may  
128 approve, reject or modify such award in accordance with the provisions  
129 of subdivision (12) of this subsection. A motion to vacate or modify such  
130 award may be made in accordance with sections 52-418 and 52-419. The  
131 decision of the arbitrators or single arbitrator shall be in writing and  
132 shall include specific reasons and standards used by each arbitrator in  
133 making a decision on each issue. The decision shall be filed with the  
134 parties. The reasonable costs of the arbitrators or single arbitrator and  
135 the cost of the transcript shall be paid by the legislative body. Where the  
136 legislative body of a municipal employer is the town meeting, the board  
137 of selectmen shall perform all of the duties and shall have all of the  
138 authority and responsibilities required of and granted to the legislative  
139 body under this subsection.

140 Sec. 504. Subsection (b) of section 17b-705a of the general statutes is  
141 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
142 *2025*):

143 (b) Family child care providers shall have the right to bargain  
144 collectively and shall have such other rights and obligations incident  
145 thereto as are created by sections 5-270 to [5-279] 5-278, inclusive, as  
146 amended by this act, except as set forth in subsections (d) to (g),

147 inclusive, of this section, except:

148 (1) The following shall be prohibited subjects of bargaining: (A) The  
149 application of state employee benefits to family child care providers,  
150 including, but not limited to, health benefits and pensions; (B) a parent's  
151 right to (i) recruit, (ii) select, (iii) direct the activities of, and (iv)  
152 terminate the services of any family child care provider; and (C) a  
153 procedure for grievance arbitration against any parent;

154 (2) No provision of any agreement or award shall provide for a  
155 reduction in the services provided by family child care providers to  
156 children under section 17b-749;

157 (3) Any provision in any agreement or award which would require  
158 an additional appropriation in order to maintain the levels of services  
159 provided by existing appropriations shall be presented to the General  
160 Assembly for approval in accordance with the budgetary process set  
161 forth in subdivision (8) of subsection (e) of this section;

162 (4) The provisions of section 5-280 shall not apply to family child care  
163 providers. An agreement or award reached pursuant to this section may  
164 include provisions calling for the state or its fiscal intermediary to  
165 deduct from reimbursement payments regular dues and initiation fees,  
166 and nonmember service fees limited to the lesser of regular dues, fees  
167 and assessments that a member is charged or the proportionate share of  
168 expenses incident to collective bargaining. Dues or fees may be charged  
169 only with respect to earnings from participation in the child care  
170 subsidy program established pursuant to section 17b-749. No dues or  
171 fees may be charged for the first sixty days of a family child care  
172 provider's participation in a child care subsidy program established  
173 pursuant to section 17b-749;

174 (5) The provisions of sections 5-276a, as amended by this act, and 5-  
175 276b and subsections (b) to (g), inclusive, of section 5-278, as amended  
176 by this act, shall not apply to collective bargaining involving family  
177 child care providers. Any impasse between the parties shall be resolved

178 in accordance with subsection (e) of this section;

179 (6) In any proceeding which may be filed under section 5-272, the  
180 State Board of Labor Relations shall be without jurisdiction to consider  
181 any complaint against, or issue any remedy against, any parent; and

182 (7) Any election required in order to resolve any question concerning  
183 representation involving family child care providers shall be conducted  
184 by mail ballot. No provision of this section shall grant family child care  
185 providers a right to strike and such strikes are prohibited.

186 Sec. 505. Subsection (b) of section 17b-706b of the general statutes is  
187 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
188 *2025*):

189 (b) Personal care attendants shall have the right to bargain  
190 collectively and shall have such other rights and obligations incident  
191 thereto as are created by sections 5-270 to [5-279] 5-278, inclusive, as  
192 amended by this act, except as set forth in subsections (c), (d) and (f) of  
193 this section, except:

194 (1) The following shall be prohibited subjects of bargaining: (A) A  
195 consumer or surrogate's right to (i) hire or refuse to hire, (ii) supervise,  
196 (iii) direct the activities of, or (iv) terminate the employment of any  
197 personal care attendant, (B) any proposal that would prevent surrogates  
198 from hiring personal care attendants not on the registry list described in  
199 section 17b-706a, (C) any proposal that would prevent consumers or  
200 surrogates from requiring any additional training, (D) a procedure for  
201 grievance arbitration against any consumer or surrogate, and (E)  
202 application of state employee benefits to personal care attendants,  
203 including, but not limited to, health benefits and pensions;

204 (2) No provision of any agreement or award shall provide for a  
205 reduction in Medicaid funds provided to the state, nor shall any  
206 provision of any agreement or award provide for a reduction in the  
207 services of personal care attendants to consumers. Any provision in any  
208 agreement or award which would require an additional appropriation

209 in order to maintain the levels of services provided by existing  
210 appropriations shall be submitted to the General Assembly for approval  
211 in accordance with subdivision (8) of subsection (c) of this section;

212 (3) The provisions of section 5-280 shall not apply to personal care  
213 attendants. An agreement or award reached pursuant to this section  
214 may include provisions calling for the state or its fiscal intermediary to  
215 deduct from reimbursement payments the regular dues, fees and  
216 assessments that a member is charged and nonmember service fees  
217 limited to the lesser of dues and initiation fees required of members or  
218 the proportionate share of expenses incident to collective bargaining.  
219 Dues or fees may be charged only with respect to earnings from  
220 participation in the programs covered by this section. No dues or fees  
221 may be charged for the first sixty days of a personal care attendant's  
222 participation in a program covered by this section.

223 (4) The provisions of sections 5-276a, as amended by this act, and 5-  
224 276b and subsections (b) to (g), inclusive, of section 5-278, as amended  
225 by this act, shall not apply to collective bargaining involving personal  
226 care attendants. Any impasse between the parties shall be resolved in  
227 accordance with subsection (c) of this section;

228 (5) In any proceeding which may be filed under section 5-272, the  
229 State Board of Labor Relations shall be without jurisdiction over, or  
230 authority to issue any remedy against, any consumer or surrogate; and

231 (6) Any election required in order to resolve any question concerning  
232 representation involving personal care attendants shall be conducted by  
233 mail ballot. No provision of this section shall grant personal care  
234 attendants a right to strike and such strikes are prohibited.

235 Sec. 506. Sections 5-279 and 7-475 of the general statutes are repealed.  
236 (Effective July 1, 2025)"

This act shall take effect as follows and shall amend the following sections:
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Sec. 501	<i>July 1, 2025</i>	5-278(b)(1) and (2)
Sec. 502	<i>July 1, 2025</i>	5-276a(e)(6)
Sec. 503	<i>July 1, 2025</i>	7-473c(d)(10) to (15)
Sec. 504	<i>July 1, 2025</i>	17b-705a(b)
Sec. 505	<i>July 1, 2025</i>	17b-706b(b)
Sec. 506	<i>July 1, 2025</i>	Repealer section