



# Senate

General Assembly

**File No. 210**

February Session, 2026

Senate Bill No. 350

*Senate, March 26, 2026*

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 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2 repealed and the following is substituted in lieu thereof (*Effective October*  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, 2026*):

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, 2026*):

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	<i>October 1, 2026</i>	31-102(a)
Sec. 2	<i>October 1, 2026</i>	31-98

**LAB**      *Joint Favorable*

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 27 \$	FY 28 \$
Labor Dept.	GF - Cost	280,500	374,000

Note: GF=General Fund

**Municipal Impact:** None

**Explanation**

The bill, which increases compensation for 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 27 (partial year cost) and \$64,000 in FY 28. This is based on data from DOL indicating there were 119 days, on average between FY 22 and FY 24, 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 27 (partial year cost) and \$310,000 in FY 28. This is based on data from DOL indicating there were 471 proceeding days<sup>1</sup>, 75 written decisions, and 238 executive panel sessions on average between FY 22

<sup>1</sup> Includes proceeding days that extended beyond the first day.

to FY 24.

***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.

**OLR Bill Analysis****SB 350*****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.

Specifically, 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 (by law, proceedings cannot last longer than two days without the labor commissioner's prior approval for each additional day).

EFFECTIVE DATE: October 1, 2026

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/12/2026)