
OLR Bill Analysis

HB 5306

AN ACT CONCERNING CERTAIN JOB PROTECTIONS RELATED TO MUNICIPAL CHIEF ELECTIVE OFFICE.

SUMMARY

This bill prohibits employers with at least 25 employees from discriminating against, disciplining, or discharging an employee because he or she (1) is a chief elected municipal official (including when the employee is a candidate for the office or an official-elect) or (2) loses time from work to perform the office's duties. However, employers do not have to pay wages for this lost time. It requires employees nominated to the office of chief elected municipal official to give their employers written notice about it within 30 days after the nomination.

Under the bill, a chief elected municipal official is a municipality's highest ranking government official who is elected by the municipality's electors. A "municipality" is any town, city, borough, consolidated town and city, or consolidated town and borough.

Under the bill, only the employee determines what activities constitute the office's duties, and the employee cannot lose any seniority status he or she may have accrued. If the employee's job works in shifts, the bill requires that he or she be given a choice of shifts as long as it reasonably allows the employer to adjust schedules to accommodate the employee's official duties and the proper functioning of the employer's operations, considering the timeframes for scheduling municipal government meetings and hearings.

The bill requires any employer that violates its provisions to (1) reinstate the employee to the full status he or she had when the violation occurred and (2) pay the employee any withheld or diminished wages retroactive to when the violation occurred. The employee may also recover costs and attorney's fees in any lawsuit brought for a violation.

The bill's job protections for chief elected municipal officials are substantially similar to those existing law provides for state legislators (CGS § 2-3a).

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Government Administration and Elections Committee

Joint Favorable

Yea 19 Nay 0 (03/22/2024)