



General Assembly

February Session, 2024

Raised Bill No. 5306

LCO No. 1848



Referred to Committee on GOVERNMENT ADMINISTRATION
AND ELECTIONS

Introduced by:
(GAE)

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

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

1 Section 1. (NEW) (*Effective from passage*) (a) As used in this section, (1)
2 "chief elected official of a municipality" means the highest ranking
3 government official of a municipality who is elected by the electors of
4 such municipality, and (2) "municipality" means any town, city,
5 borough, consolidated town and city or consolidated town and
6 borough.

7 (b) No employer of twenty-five or more persons shall discriminate
8 against, discipline or discharge any employee because such employee
9 (1) is a candidate for the office of chief elected official of a municipality,
10 (2) holds such office, (3) has been elected to but does not yet hold such
11 office, or (4) loses time from work in order to perform duties related to
12 such employee's status as described in subdivision (2) or (3) of this
13 subsection, as applicable, provided the failure of such employer to pay
14 wages or salaries for any such time lost shall not be considered a

15 violation of this section. Such employee shall solely determine the
16 activities that constitute duties as such chief elected official, as provided
17 in this section. No employee under this section shall lose any seniority
18 status that may have accrued to such employee. Where the function of
19 such employee is performed in work shifts, such employee shall be
20 given a choice of shifts, provided such choice of shifts shall be given at
21 a time that reasonably allows adjustment of the schedules of the
22 employee and employer to accommodate both the duties of such
23 employee as a chief elected official of a municipality and the proper
24 functioning of the employer's operations, taking into account the
25 timeframes within which municipal government meetings and hearings
26 are scheduled.

27 (c) Any employer violating the provisions of this section shall
28 reinstate any employee so discriminated against, disciplined or
29 discharged to such employee's full status as an employee as of the date
30 of such violation and shall pay such employee any wages withheld or
31 diminished retroactive to the date of such violation. In addition, such
32 employee may recover costs and a reasonable attorney's fee in any
33 action brought under this section. Any employee nominated to the office
34 of chief elected official of a municipality shall, within thirty days
35 following such employee's nomination, give written notice thereof to
36 such employee's employer.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section

Statement of Purpose:

To afford certain job protections to employees who (1) are candidates for, (2) hold, or (3) have been elected to but do not yet hold, the office of chief elected official of a municipality.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]