



Connecticut Senate Republicans
Legislative Office Building, Room 3400 860-240-8800
Connecticut House Republicans
Legislative Office Building, Room 4400 860-240-8700



Long-Term Initiatives

1. Mandatory Approval of Labor Contracts by the General Assembly

- No limit on number of rejections that can be made by the legislature.
- No modification to the current process.
- The proposed legislative change is included in the following (see page 3)

2. Institute Statutory Changes Similar to S.B. 1301 (LCO 8746) of the 2011 Legislative Session

- Beginning on July 1, 2022 pension and health benefits shall no longer be a contractual right but will be a statutory right. *These benefits will still be protected as a property interest.*
- Also on that date, the following modifications to state employee benefits are options that we propose implementing:
 - All non-hazardous state employees shall pay 4% of their salary for t pension benefit.
 - Cap COLAs for future retirees at 3%.
 - Calculate the final average salary computation off of base salary only, thereby prohibiting any pay for overtime accumulated from being considered "salary" for the purposes of calculating pension benefits for any state employee.
 - Transition part-time, temporary, and seasonal workers to the FICA Alternate Retirement Program.
 - Increase state employee health premiums by 5% to 15% of total premium cost thereby amending medical and prescription benefits for state employees to be equal to the average benefits provided in the private sector
 - Increase all prescription drug co-pays from \$5/\$20/\$35 to \$10/\$30/\$40 for non-maintenance/acute prescriptions. This increase would not impact prescriptions for chronic conditions or diabetes.
 - Eliminate longevity pay for all state employees.
 - Transition state employees to a defined contribution pension plan.

3. Conduct a study of the feasibility, costs, and benefits of instituting a forty-hour work week for all state employees who are not currently working a forty-hour work week.

4. Constitutional Spending Cap

- Require the Spending Cap Commission established in the December 2015 Special Session to report on recommendations by September 1, 2016. If the General Assembly does not enact definitions in a special session by October 1, 2016 then legislators will experience a 10% reduction in salary, they will not receive transportation allowances, and no member of the General Assembly will be entitled to unsolicited mailings until such definitions are adopted.

5. Prevailing Wage

- Increase the current thresholds to provide tax relief to municipalities and residents.

6. Enact a Constitutional Transportation Lockbox

- Enact a strong constitutional lockbox which delineates revenue to the STF.

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- 7. Set in statute an annual cap for allocations that can be made by the State Bond Commission of \$1.8 billion.**
 - This proposal will result in significant reductions in debt service as compared to if the allocations are uncapped and remain at the all-time record high of \$2.5 billion annually

- 8. Close the Connecticut Juvenile Training School and the Pueblo Unit** in favor of community programs run by non-profit providers by January 1, 2017.
 - It costs the state \$52.9 million to operate CJTS.
 - This equates to an annual cost of \$545,671 per resident in FY 2015.
 - These children are not getting the therapeutic treatment they need in that institution.
 - Various non-profit and advocacy organizations feel that these children can be better served in the community.
 - The population of CJTS would be grouped based on type of offense and would be either placed in a secure residential facility, residential group home, or at home with intensive community supports.

- 9. Competitively bid the Correctional Managed Healthcare Contract**
 - The state spends approximately \$92 million a year to provide healthcare services to our inmates. The provision of this service has never been competitively bid. The state could conceivably provide the same service at a reduced cost. This will allow the state to have such information. If a provider can provide the service at a reduced cost, it should be implemented.
 - This proposal requires OPM to issue a request for qualifications for this service by July 1, 2016. This proposal also requires the OPM Secretary to report on such responses not later than January 1, 2017.

- 10. Designate the Investment Advisory Council** as the entity that establishes the assumed rate of return for the state's pension plans in lieu of the current structure which allows the retirement commissions to set their own rates. This modification will take at least some of the politics out of the process and will allow the state to fund its retirement systems responsibly.

- 11. Create an Office of Overtime Accountability** and require specific approval for overtime expenditures by state agencies.

- 12. Enact legislation stating that no member of the state Appropriations Committee can work for an entity that receives grant money or budget line items from the state.**

- 13. Conduct in-depth review of each state appropriation** to ensure that its purpose is indeed being fulfilled and to reduce duplication of efforts among many appropriations or programs.

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The following is from the Governors Bill SB 1000 from the 2011 legislative session

Sec. 10. Subsection (b) of section 5-278 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective from passage*):

(b) Any agreement reached by the negotiators shall be reduced to writing. The agreement, together with a request for funds necessary to fully implement such agreement and for approval of any provisions of the agreement which are in conflict with any statute or any regulation of any state agency, and any arbitration award, issued in accordance with section 5-276a, together with a statement setting forth the amount of funds necessary to implement such award, shall be filed by the bargaining representative of the employer with the clerks of the House of Representatives and the Senate [within] not later than ten days after the date on which such agreement is reached or such award is distributed. The General Assembly may approve any such agreement as a whole by a majority vote of each house or may reject such agreement as a whole by a majority vote of either house. The General Assembly may reject any such award as a whole by a two-thirds vote of either house if it determines that there are insufficient funds for full implementation of the award. If rejected, the matter shall be returned to the parties for further bargaining. Once approved by the General Assembly, any provision of an agreement or award need not be resubmitted by the parties to such agreement or award as part of a future contract approval process unless changes in the language of such provision are negotiated by such parties. Any supplemental understanding reached between such parties containing provisions which would supersede any provision of the general statutes or any regulation of any state agency or would require additional state funding shall be submitted to the General Assembly for approval in the same manner as agreements and awards. If the General Assembly is in session, it shall vote to approve or reject such agreement or award [within] not later than thirty days after the date of filing. If the General Assembly is not in session when such agreement or award is filed, it shall be submitted to the General Assembly [within] not later than ten days [of] after the first day of the next regular session or special session called for such purpose. The agreement or award shall [be deemed approved if the General Assembly fails to vote to approve or reject such agreement or award within thirty days after such filing or submission] not be implemented unless approved by the General Assembly. The thirty-day period shall not begin or expire unless the General Assembly is in regular session. For the purpose of this subsection, any agreement or award filed with the clerks within thirty days before the commencement of a regular session of the General Assembly shall be deemed to be filed on the first day of such session.

Sec. 11. Subsection (d) of section 5-278 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective from passage*):

(d) No provision of any general statute or special act shall prevent negotiations between an employer and an employee organization which has been designated as the exclusive representative

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of employees in an appropriate unit, from continuing after the final date for setting the state budget. An agreement between an employer and an employee organization shall be valid and in force under its terms when entered into in accordance with the provisions of this chapter and signed by the chief executive officer or administrator as a ministerial act. Such terms may not make any such agreement effective on a date prior to the date on which the agreement is entered. No publication thereof shall be required to make it effective. The procedure for the making of an agreement between the employer and an employee organization provided by sections 5-270 to 5-280, inclusive, shall be the exclusive method for making a valid agreement for employees represented by an employee organization, and any provisions in any general statute or special act to the contrary shall not apply to such an agreement.