

Connecticut State Board of Labor Relations

Agency Mission:

The Connecticut State Board of Labor Relations administers the major portion of four collective bargaining statutes covering state and municipal employees, teachers and certain private sector employees. The Board is a quasi-judicial agency that conducts hearings and issues decisions concerning prohibited practice complaints and representation issues. The Board also is empowered to promulgate regulations, determine scope of bargaining questions and issue declaratory rulings.

Structure and Procedures:

The Board consists of three regular members and any number of alternate members. The Governor appoints the regular members for four year terms coterminous with the Governor. The alternate members are appointed for one year terms. The members are not designated as “labor”, “management” and “neutral”. Hearings are conducted by three member panels, although two members constitute a quorum.

The Board staff consists of an Agent, four Assistant Agents, General Counsel, Assistant General Counsel and secretarial employees. The Agent and Assistant Agents “intake” all administrative filings, and investigate unfair labor practice complaints and representation petitions. The Agent has broad authority, including the authority to conduct elections prior to holding a hearing regarding unit objections and to recommend dismissal of unfair labor practice complaints. After the Agent makes a recommendation regarding a complaint, parties have an automatic right of appeal to the Board for a hearing *do novo*. The Board is advised in all legal mailers by the General Counsel and Assistant General Counsel.

Statutes Administered by Board:

The Board administers the following four statutes:

State Labor Relations Act (Conn. Gen. Stat Section 31-101 et seq.) This was enacted in 1945, and is modeled after the original Wagner Act with certain differences. It covers private employers who do not meet the jurisdictional requirements of the National Labor Relations Board. The Act creates and defines the Board and its functions,

State Employee Relations Act (Conn. Gen. Stat Section 5-270 et seq.) This was enacted in 1975, and was last amended in 1993. Some features of the Act are: requires agency fee payment; provides for mandatory binding arbitration but the arbitration award may be rejected by the legislature and returned to the parties for bargaining; prohibits strikes; excludes elected and appointed officials, board and commission members, and managerial employees as defined in statute.

Municipal Employee Relations Act (Conn. Gen. Stat. Section 7-467 et seq.) Some features of the act are: covers municipal employees except certified employees of boards of education; prohibits strikes; provides for mandatory binding arbitration; bargaining is conducted by the municipality’s chief executive officer or designee but portions of a collective bargaining agreement must be approved by the legislative body under certain circumstances.

Teacher Negotiation Act (Conn. Gen. Stat. Section 10-153a et seq.)

The Board has jurisdiction only over resolution of prohibited practice complaints of teachers and school boards. Jurisdiction for representation issues lies with the Connecticut Department of Education.

CONNECTICUT STATE BOARD OF LABOR RELATIONS

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Connecticut State Board of Mediation and Arbitration

Agency Mission:

The State Board of Mediation and Arbitration is a state agency that is empowered under Chapter 560 of the Connecticut General Statutes. The objectives of the Board are to save jobs by maintaining peaceful employer/employee relations and to promote equity between labor and management by resolving labor disputes. This is accomplished through the mediation and arbitration services available to employers and employee organizations in the public and private sectors.

Structure and Procedures:

The Board consists of six permanent members, two representing employers, two representing employees and two representing the public in general. No public member may have been the representative of any employer or employee in a labor dispute during the five years immediately preceding the year of his/her appointment. The members of the Board are appointed by the Governor for four-year terms coterminous with the Governor. The Governor may appoint any number of alternates for a period of up to one year or until a replacement is appointed.

The six-member board establishes policy and promulgates regulations for the operation of the board. It provides advice and consent to the Labor Commissioner on the appointment of full-time mediators who are responsible to the board.

Hearings are held before tri-partite panels or a third party neutral. The Board provides mediation services to private/public employers and employee organizations for the purpose of settlement of grievances or mediation of impasses in contract negotiations.

Statutes Administered by the Board:

The Board administers binding interest arbitration pursuant to Section 7-473c of the Connecticut General Statutes under the Municipal Employees Relations Act, and Section 5-276 of the Connecticut General Statutes under the State Employees Relations Act.

CONNECTICUT STATE BOARD OF MEDIATION AND ARBITRATION

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*Information compiled by New England Consortium of State Labor Relations agencies