

They're Back! What Should Employers Expect from the 2020 Connecticut General Assembly Session?

Working Together

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On February 5, 2020, the 2020 session of the Connecticut General Assembly began. The session is scheduled to adjourn on May 6, 2020. Numerous proposed bills affecting Connecticut employers and employees will be unleashed during the session, most of which will never see the light of day.

While it is always difficult to forecast with certainty what the General Assembly will contemplate, and while it is unlikely that this session (which is taking place in an election year) will be as noteworthy as the 2019 session, legislation

concerning the following matters may receive serious consideration:

The Labor and Public Employees Committee will be where the action initially occurs. Hearings on those bills deemed worthy by the Committee will likely take place later in February and early March. The deadline for the Committee to approve and “forward” bills out of Committee is March 24, 2020. Bills affecting labor and employment issues may also emerge from other committees (such as the Judiciary Committee).

1. “Captive audience”, i.e., limiting the ability of employers to require employee attendance at meetings concerning the employers’ views on political matters;
2. Age discrimination, particularly banning any inquiries on employment applications that may reveal a job applicant’s age;
3. Offering a “public insurance option” for small employers through the state employees’ health insurance plan;
4. Prohibiting discrimination against those with a prior criminal record;

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5. Limiting the use of nondisclosure agreements for victims of sexual harassment;
6. Restricting the use and scope of covenants not to compete; and
7. Restricting "on call" shift scheduling.

It is also possible that there could be legislation containing revisions or "fixes" to Connecticut's new paid family and medical leave insurance program.

Working Together will follow the action at the General Assembly and report on any significant developments as they may occur. There is always the potential for last minute surprises, including bill provisions emerging with little or no debate. Stay tuned.

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