



General Assembly

Amendment

February Session, 2026

LCO No. 4069



Offered by:

SEN. KUSHNER, 24th Dist.

REP. SANCHEZ E., 24th Dist.

To: Senate Bill No. 442

File No. 312

Cal. No. 222

"AN ACT CONCERNING A STUDY OF RETIREMENT HEALTH BENEFITS FOR PARAEDUCATORS."

1 After the last section, add the following and renumber sections and
2 internal references accordingly:

3 "Sec. 501. Section 7-467 of the general statutes is repealed and the
4 following is substituted in lieu thereof (*Effective October 1, 2026*):

5 When used in sections 7-467 to 7-477, inclusive:

6 (1) "Municipal employer" means any political subdivision of the state,
7 including any town, city, borough, district, district department of
8 health, school board, housing authority or other authority established
9 by law, a private nonprofit corporation which has a valid contract with
10 any town, city, borough or district to extinguish fires and to protect its
11 inhabitants from loss by fire, and any person or persons designated by
12 the municipal employer to act in its interest in dealing with municipal
13 employees;

14 (2) "Employee" means any employee of a municipal employer,
15 whether or not in the classified service of the municipal employer,
16 except elected officials, administrative officials, board and commission
17 members, certified teachers, part-time employees who work less than
18 twenty hours per week on a seasonal basis, department heads and
19 persons in such other positions as may be excluded from coverage
20 under sections 7-467 to 7-477, inclusive, in accordance with subdivision
21 (2) of section 7-471;

22 (3) "Seasonal basis" means working for a period of not more than one
23 hundred twenty calendar days in any calendar year;

24 (4) "Department head" means an employee who heads any
25 department in a municipal organization, has substantial supervisory
26 control of a permanent nature over other municipal employees, and is
27 directly accountable to the board of selectmen of a town, city or borough
28 not having a charter or special act form of government, or to the chief
29 executive officer of any other town, city or borough;

30 (5) "Department" means any major functional division in a municipal
31 organization, notwithstanding the provisions of any charter or special
32 act to the contrary;

33 (6) "Employee organization" means any lawful association, labor
34 organization, federation or council having as a primary purpose the
35 improvement of wages, hours and other conditions of employment
36 among employees of municipal employers;

37 (7) "Retiree" means an employee that has separated from
38 employment with a municipal employer who was previously covered
39 by a collective bargaining agreement and represented by an employee
40 organization pursuant to sections 7-467 to 7-477, inclusive, and is now
41 eligible for or receiving retirement benefits; and

42 (8) "Retirement benefits" means pension benefits and health care
43 retirement benefits that are covered by a collective bargaining
44 agreement pursuant to sections 7-467 to 7-477, inclusive.

45 Sec. 502. Section 7-470 of the general statutes is repealed and the
46 following is substituted in lieu thereof (*Effective October 1, 2026*):

47 (a) Municipal employers or their representatives or agents are
48 prohibited from: (1) Interfering, restraining or coercing employees in the
49 exercise of the rights guaranteed in section 7-468; (2) dominating or
50 interfering with the formation, existence or administration of any
51 employee organization; (3) discharging or otherwise discriminating
52 against an employee because he has signed or filed any affidavit,
53 petition or complaint or given any information or testimony under
54 sections 7-467 to 7-477, inclusive, as amended by this act; (4) refusing to
55 bargain collectively in good faith with an employee organization which
56 has been designated in accordance with the provisions of said sections
57 as the exclusive representative of employees in an appropriate unit; (5)
58 refusing to discuss grievances with the representatives of an employee
59 organization designated as the exclusive representative in an
60 appropriate unit in accordance with the provisions of said sections; (6)
61 refusing to comply with a grievance settlement, or arbitration
62 settlement, or a valid award or decision of an arbitration panel or
63 arbitrator rendered in accordance with the provisions of section 7-472,
64 as amended by this act; and (7) unilaterally reducing, modifying or
65 changing retirement benefits for retirees.

66 (b) Employee organizations or their agents are prohibited from: (1)
67 Restraining or coercing (A) employees in the exercise of the rights
68 guaranteed in subsection (a) of section 7-468, and (B) a municipal
69 employer in the selection of his representative for purposes of collective
70 bargaining or the adjustment of grievances; (2) refusing to bargain
71 collectively in good faith with a municipal employer, if it has been
72 designated in accordance with the provisions of sections 7-467 to 7-477,
73 inclusive, as amended by this act, as the exclusive representative of
74 employees in an appropriate unit; (3) breaching their duty of fair
75 representation pursuant to section 7-468; (4) refusing to comply with a
76 grievance settlement, or arbitration settlement, or a valid award or
77 decision of an arbitration panel or arbitrator rendered in accordance

78 with the provisions of section 7-472, as amended by this act.

79 (c) For the purposes of said sections, to bargain collectively is the
80 performance of the mutual obligation of the municipal employer or his
81 designated representatives and the representative of the employees to
82 meet at reasonable times, including meetings appropriately related to
83 the budget-making process, and confer in good faith with respect to
84 wages, hours and other conditions of employment, or the negotiation of
85 an agreement, or any question arising thereunder, and the execution of
86 a written contract incorporating any agreement reached if requested by
87 either party, but such obligation shall not compel either party to agree
88 to a proposal or require the making of a concession.

89 Sec. 503. Section 7-472 of the general statutes is repealed and the
90 following is substituted in lieu thereof (*Effective October 1, 2026*):

91 (a) The services of the State Board of Mediation and Arbitration shall
92 be available to municipal employers and employee organizations for
93 purposes of mediation of grievances or impasses in contract or contract
94 reopener negotiations and for purposes of arbitration of disputes over
95 the interpretation or application of the terms of a written agreement and,
96 if such service is requested by both the municipal employer and the
97 employee organization except as provided in section 7-473c for
98 purposes of arbitration of impasses in contract or contract reopener
99 negotiations. Whenever any impasse in contract or contract reopener
100 negotiations is submitted to arbitration, the decision of the arbitration
101 panel or arbitrator shall be rendered no later than twenty days prior to
102 the final date by which time the budget-appropriating authority of the
103 municipality is required to adopt its budget or forty days after the close
104 of the arbitration hearing, whichever is later, provided that in no case
105 except when such arbitration service is requested or mandated after the
106 final budget adoption date shall such decision be rendered later than
107 five days prior to such final budget adoption date. Nothing contained
108 herein shall prevent any agreement from being entered into in
109 accordance with the provisions of subsection (e) of section 7-474.

110 (b) The services of the State Board of Mediation and Arbitration shall
111 be available to municipal employers and employee organizations for
112 purposes of mediation of grievances and for the purposes of arbitration
113 of disputes over the interpretation or application of the terms of a
114 written agreement regarding retirees and retirement benefits.

115 [(b)] (c) Nothing in this section is intended to prevent the use of other
116 arbitration tribunals in the resolution of disputes over the interpretation
117 or application of the terms of written agreements between municipal
118 employers and employee organizations."

This act shall take effect as follows and shall amend the following sections:		
Sec. 501	<i>October 1, 2026</i>	7-467
Sec. 502	<i>October 1, 2026</i>	7-470
Sec. 503	<i>October 1, 2026</i>	7-472