



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

August 7, 2014

General Notice 2014-13 (Revising 2010-8 and 8a)

TO: Labor Relations Designees

SUBJECT: Political Activity

As we approach the election season, you are reminded that the provisions of CGS §5-266a, regulations promulgated thereunder as well as federal law, govern political activities of classified state employees. You can access DAS General Letter No. 214-D, which outlines in detail the provisions governing such activity. (<http://www.das.state.ct.us/HR/om/GL214D.pdf>)

CGS § 5-266a(b) provides in pertinent part that no classified State employee may engage in any political activity “while on duty or within any period of time during which such employee is expected to perform services for which he receives compensation from the State, and no such employee shall utilize state funds, supplies, vehicles, or facilities to secure support for or oppose any candidate, party, or issue in a political partisan election.”

Postings on Bulletin Boards: Postings on bulletin boards asking for donations to political campaigns or in support of a particular candidate or political party are not permitted. Such postings would violate CGS §5-266a (a) (2). As such, they should be removed.

Political Buttons, etc.: Employees cannot wear political buttons, clothing, etc. indicating their support of a particular candidate. The wearing of such items would also violate CGS §5-266 (a) (2). Those employees who engage in activities which violate CGS §5-266a would be subject to disciplinary action.

Use of State buildings, grounds and equipment or facilities: Agencies should not allow candidates for public office to utilize State funds, supplies, vehicles, or **facilities**. Any classified State employee who does so is subject to disciplinary action.

The reference to state “facilities” would include any State owned or leased building or the space within a building that is being leased and/or being used

by the State. Generally, parking lots or the grounds surrounding a State building which are owned or leased by the State would also fit the definition of a facility. If, the parking lot is shared with non-State entities, the agency should prohibit political activity from its portion of the parking area but will not be able to impose this restriction if there is no differentiation or allocation of the spaces for the state and non-state tenants.

Subject to local ordinances governing such activity, it may be possible for off-duty employees to engage in political activity in the public areas surrounding a State facility, for example, on public sidewalks.

Neither the candidates, their supporters nor state employees can use state owned or leased buildings or parking areas to engage in political activity such as handing out brochures, displaying signs, etc. This does not mean, however, that two employees cannot have a conversation about political subjects while walking to their vehicles in the parking lot before or after the workday.

While State employees cannot wear or display in the workplace political badges, shirts or other political material, there is no prohibition against placing a political bumper sticker on their personal vehicle, even if it is parked in a State owned or leased parking lot.

Agency Labor Relations Designees with questions may contact the Office of Labor Relations at 418-6447. All other questions should be directed to the agency personnel office.

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