

SECTION 4. ~~3.~~ AND BE IT FURTHER ENACTED, That, the Secretary of Personnel shall develop a plan for the centralized enforcement of this Act, whether administered by the Department of Personnel or another agency *other agencies*, and submit the plan to the Senate Finance Committee and the House Appropriations Committee of the General Assembly on or before January 15, 1996.

~~SECTION 5. AND BE IT FURTHER ENACTED, That each appointing authority, including the Department of Transportation, shall comply with this Act, investigate all allegations of violation of this Act, and take actions against violators in compliance with this Act.~~

~~SECTION 6. AND BE IT FURTHER ENACTED, That, pending the establishment of centralized enforcement mechanisms, on or before November 1, 1995, and each year thereafter, each appointing authority, including the Department of Transportation, shall report to the Secretary of Personnel the number and nature of complaints of violations of this Act, the results of its investigations, and actions taken against employees who violate this Act.~~

~~SECTION 7. AND BE IT FURTHER ENACTED, That, the Secretary of Personnel shall compile statistics based on the reports received under Section 6 of this Act and, on January 15 of each year, submit a report on violations of this Act to the Senate Finance Committee and House Appropriations Committee of the General Assembly.~~

SECTION 8. ~~4.~~ AND BE IT FURTHER ENACTED, That this Act is an emergency measure, is necessary for the immediate preservation of the public health and safety, has been passed by a yea and nay vote supported by three fifths of all the members elected to each of the two Houses of the General Assembly, and shall take effect from the date it is enacted *shall take effect October 1, 1995.*

Approved May 9, 1995.

CHAPTER 161

(House Bill 212)

AN ACT concerning

State Personnel – Reprisals for Employee Grievances, Complaints, or Other Actions

FOR the purpose of providing that a State employee may present employment grievances and complaints without being subjected to coercion, discrimination, interference, reprisal, or restraint; prohibiting any employee from taking or assisting in taking any action of coercion, discrimination, interference, reprisal, or restraint against another employee who pursues a grievance or employment complaint; requiring that disciplinary action be taken against any employee who violates this Act; *requiring the Secretary of Personnel to develop a certain plan by a certain date*; ~~providing that, subject to the availability of funds, the Equal Employment Opportunity Program in the Department of Personnel shall become fully operational~~; requiring the