

STATE OF CONNECTICUT  
LABOR DEPARTMENT  
CONNECTICUT STATE BOARD OF LABOR RELATIONS

IN THE MATTER OF  
  
STATE OF CONNECTICUT  
(RESPONDENTS)  
  
-AND-  
  
CONNECTICUT STATE POLICE UNION  
(COMPLAINANT)

RESPONDENT'S ADDRESS: 1111 Country Club Rd., Middletown, CT 06457

RESPONDENT'S PHONE: 860-685-8000

NUMBER OF EMPLOYEES INVOLVED IN ALLEGED PROHIBITED PRACTICE: To be determined (4+)

UNIT DESCRIPTION OR NATURE OF WORK DONE BY EMPLOYEE(S) INVOLVED: CT State Police

COMPLAINT


PURSUANT TO SECTION 5-274 OF AN ACT CONCERNING COLLECTIVE BARGAINING FOR STATE EMPLOYEES, THE UNDERSIGNED ALLEGES THAT THE ABOVE-NAMED RESPONDENTS HAVE ENGAGED IN AND ARE ENGAGING IN PROHIBITED PRACTICES WITHIN THE MEANING OF SECTION 5-272 OF SAID ACT, SPECIFICALLY SUBSECTION (a)(4) IN THAT:

1. The Complainant Connecticut State Police Union is the certified bargaining agent for the NP-1 unit, representing Troopers, Troopers First Class, Sergeants, and Master Sergeants in the Connecticut State Police.
2. The Respondent State of Connecticut is the employer of the State employees represented by the Complainant Union.
3. The Complainant Union and the Respondent State have been parties to various collective bargaining agreements from 1981 to the present.
4. On or about December of 2024, the Employer disclosed its plans to implement changes to the working conditions of Troopers related to a Global Positioning System (GPS).
5. On or about January 4, 2024, the Union sent the Employer a request to bargain letter seeking to bargain over the impact of any policy changes related to the safety of our Troopers. Subsequently, during a meeting the Employer the Union was informed there would be an opportunity to bargain over any changes and our safety concerns.
6. Thereafter, the Employer failed to contact the Union to discuss any potential changes regarding the Union's concerns.
7. On February 19, 2026, the Union became aware of the Employer's YouTube video titled, "Axon Introduction." In the video, the State Police Command Staff stated, in part, "In order to do the job, you should expect to have the tools that work just as hard as you do each and every day. That's why we are rolling out the Axon suite. Taser 10, new body worn cameras, MVR's with LPR's, evidence.com, FUSUS, drones and draft one."
8. On February 24, 2026, the Union sent Commissioner Ronnel Higgins and Colonel Daniel Loughman, of the Department of Emergency Services and Public Protection, a second demand to bargain notice.
9. On March 9, 2026, Colonel Loughman sent written acknowledgment to the Union's demand to bargain, stating, in part, "DESPP believes that the issues raised in your correspondence are critical and appropriately addressed as part of those ongoing [contract] negotiations. Accordingly, DESPP accepts your demand to bargain and to discuss these matters with the Union within the framework of the current contract negotiations."
10. As of the filing of this complaint, the Employer continues to issue the new equipment and has not met with the Union to discuss our safety concerns.
11. The employer's failure to provide notice or meet with the Union over the past two (2) years, and its failure to immediately address the Union's concerns constitutes a refusal to bargain in good faith.

REMEDY SOUGHT: As a remedy, Complainant seeks an order that *status quo ante* be restored, that the Respondent bargain in good faith, that any impacted bargaining Union members be made whole, and that the Union be made whole for any costs associated with this complaint.

SUBSCRIBED AND SWORN TO BEFORE ME THIS


1st DAY OF April, 2026

  
431990 (JMS)

COMMISSIONER OF SUPERIOR COURT

CONNECTICUT STATE POLICE UNION (NP-1)

COMPLAINANT

  
#429303

Atty. Andrew N. Matthews, Executive Director, CSPU

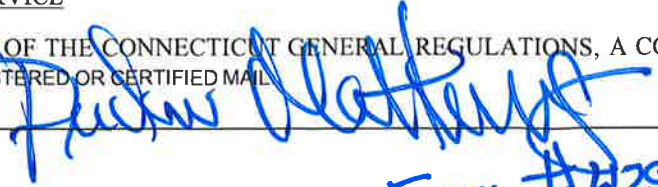
PRINT NAME & TITLE

COMPLAINANT'S ADDRESS:  
35 Cold Spring Road, Rocky Hill, CT 06067

COMPLAINANT'S PHONE: 860-568-0500

CERTIFICATION OF  
SERVICE

I HEREBY CERTIFY THAT, PURSUANT TO SECTION 5-273-23 OF THE CONNECTICUT GENERAL REGULATIONS, A COPY OF THE FOREGOING WAS MAILED TO THE RESPONDENT BY REGISTERED OR CERTIFIED MAIL.

  
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J. Blumenthal #429303