



Dannel P. Malloy

GOVERNOR
STATE OF CONNECTICUT

March 8, 2018

Sen. Edwin Gomes
Sen. Craig Miner
Rep. Robyn Porter
Rep. Mike Bocchino

Labor and Public Employees Committee
Legislative Office Building, Room 3800
Hartford, CT 06106

Re: Testimony from Governor Dannel P. Malloy in support of:
HB 5044: AAC Fair Treatment of Sick Workers
SB 15: AAC Fair and Equal Pay for Equal Work
HB 5386: AAC Various Pay Equity and Fairness Matters
HB 5388: AAC A Fair Minimum Wage
HB 5043: AA Promoting a Fair, Civil and Harassment-Free Workplace

Most Americans spend the majority of their waking hours at work, so I thank you for the opportunity to provide testimony on these important bills that address fairness in the workplace.

A fair workplace means an employee should not come to work sick in fear of losing their job. It also means they should not fear losing wages during a brief period of illness. In 2011, I was proud to lead Connecticut to become the first state in the nation to require private sector employers to provide paid sick leave to their employees. Today, eight states and Washington D.C. have followed suit guaranteeing paid sick leave, along with a growing number of U.S. cities, including New York City. It is because of the work accomplished by those eight states that I ask you to pass **HB 5044: AAC Fair Treatment of Sick Workers**, which closes loopholes, streamlines interpretation and Department of Labor enforcement, protects more workers, and allows workers to use their sick time to care for family. Let us update our paid sick laws and make Connecticut a healthier place to live and work.

A fair workplace means equal pay for equal work. In Connecticut, women are paid 82 cents for every dollar paid to men. This wage gap affects women of all backgrounds, at every age and at all education levels. The gap is even worse for minority women; Black women in Connecticut are paid 58 cents and Hispanic women are paid 47 cents for every dollar paid to white, non-Hispanic men. These losses of wages mean women have less money to support themselves and their families.

We should encourage employers to base their salaries on the qualifications of an applicant, the demands of a given job, and the value of that position in the marketplace rather than how much someone was previously paid. That is why I proposed **SB 15: An Act Concerning Fair and Equal**

Pay for Equal Work and support the ideas expressed in **HB: 5386 An Act Concerning Various Pay Equity and Fairness Matters**. Both bills will help prevent unintended pay discrimination during the hiring process by prohibiting employers from inquiring about a prospective candidate's previous salary until they have made an offer of an employment with compensation to the candidate. It is time to close the wage gap. Let us pass a pay equity bill that guarantees equal pay for equal work.

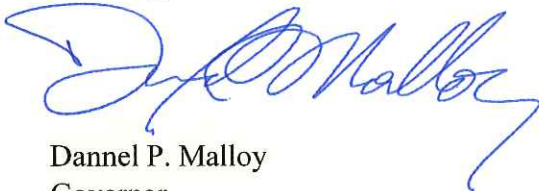
A fair workplace also means that people should be valued for their work and compensated in a fair manner. No person should work full-time and not be able to afford rent, food, and utilities or forced to work a second or third job to make ends meet. I was proud to be part of the solution in 2014, when Connecticut became the first in the nation to set a path to raise the minimum wage to \$10.10 an hour. However, in January 2018, the hard working people who earn a minimum wage saw no increase in their paycheck. I want to be part of the solution again and that is why I am testifying in support of the ideas expressed in **HB 5388: An Act Concerning A Fair Minimum Wage**. Let us work together towards passing an increase that is fair to Connecticut employees and their families and predictable for Connecticut's employers.

Finally, a fair workplace means women and men have the right to feel secure and free from harassment at work. Places of employment often come with an innate power structure that can leave too many people vulnerable and open to abuse. In recent months, awareness of sexual harassment in the workplace and in our broader society has skyrocketed, thanks to brave women and men coming forward with their experiences. This has prompted a timely conversation for all employees and employers. It is incumbent on every employer to examine their workplace's culture, training and prevention efforts, as well as existing protections and processes, and to identify opportunities to improve workplace civility and recognize the dignity of all.

A quarter of a century after Connecticut first passed anti-sexual harassment legislation, **HB 5043: An Act Promoting a Fair, Civil and Harassment-Free Workplace** seeks to update and broaden Connecticut's existing anti-harassment training requirements and content to better address today's challenges. The purpose of this legislation is to spark a substantive dialogue about respect, boundaries and basic human decency by improving and expanding training in all workplaces – from the mailroom to the boardroom, from restaurant kitchens to research labs, and better preparing and empowering bystanders to help stop harassment.

Thank you for the opportunity to provide testimony to you today. I look forward to working together to promote fairness in the workplace all across the state.

Sincerely,



Dannel P. Malloy
Governor