

# CAHS

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**Testimony before the Committee on Labor and Public Employees  
Re: S.B. 362 - An Act Concerning Equal Pay for Equal Work  
Submitted by Maggie Adair, Policy Director  
Connecticut Association for Human Services  
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The Connecticut Association for Human Services (CAHS) is submitting testimony in support of **S.B. 362 - An Act Concerning Equal Pay for Equal Work.**

CAHS is a statewide nonprofit organization that works to end poverty and to engage, equip, and empower all families in Connecticut to build a secure future. We promote policies that support families as they move along an economic continuum, from meeting basic needs, learning how to manage a family budget, avoiding predatory lending, building income and assets, obtaining an education, and landing a good-paying job.

S.B. 362 will ensure that women earn equal pay for equal work performed and hold employers accountable by requiring that they consider a number of factors before determining a person's salary.

\*Since the Equal Pay Act was signed in 1963, the wage gap has been closing at a very slow rate. In 1963, women working full-time, year-round earned 59 cents for every dollar earned by a man. In 2007, women earned 78 cents for every dollar earned by a man. In Connecticut, the figure is lower – women made 71 cents in comparison to their male counterparts.

Nationally, disparities among minorities are even greater. African-American women earned 70 cents for every dollars earned by a man in 2007. Hispanic and Latino women earned 62 cents for every dollar earned by a man.

In Connecticut, women make up just over half of the state's labor force. They make up 66.5 percent of nonprofit wage and salary workers, but their median earnings are \$34,192 compared to \$41,923 for men. Women make up 63.3 percent of local government workers; once again, their median earnings are \$40,201 compared to \$52,715 for men.

We can do better. This bill says that no employer can discriminate in the amount of pay given to an employee solely on the basis of sex for any job that requires equal skill, effort and responsibility, and is performed under similar working conditions, as any job performed by an employee of the opposite sex. The bill is reasonable and considers factors in determining wages and any differential, including length of service, merit ratings, quality and quantity of work, and education, training and experience.

CAHS urges the Committee to support S.B. 362

*(\*The statistics provided in this testimony are taken from a research brief written by the Permanent Commission on the Status of Women.)*