



State of Connecticut
HOUSE OF REPRESENTATIVES
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TESTIMONY TO THE COMMITTEE ON LABOR AND PUBLIC EMPLOYEES
HB 6176 AN ACT CONCERNING INCREASING PENALTIES FOR REPEAT VIOLATORS OF THE
PERSONNEL FILES ACT
February 15, 2011

Good morning Senator Prague, Representative Zalaski, and members of the Committee on Labor and Public Employees. My name is Elizabeth Ritter and I represent the 38th House District.

I write in support of HB 6176 AN ACT CONCERNING INCREASING PENALTIES FOR REPEAT VIOLATORS OF THE PERSONNEL FILES ACT.

Thank you for agreeing to take up this bill. This issue came to my attention from a discussion with a constituent, Mr. Paul Lute, and complaints he had successfully pursued against his employer for violations of the Personnel Files Act. The current fine for these violations is \$300. The fine for a repeat violation is also \$300. Mr. Lute had two questions I was unable to answer. First, is the fine of \$300 in any way sufficient to cover the costs to the state of the investigation, levy, and collection; and second, does the size of the fine provide any incentive at all for the employer to change behavior and comply with the Act? I do not think either the initial or subsequent fines are sufficient encouragement for a large company to comply, or this proposal provides a stronger incentive.

Mr. Lute has come to testify in person, and I hope you will give him your consideration.

Thank you for your time. I am happy to answer any questions you might have at your convenience.

Representative Betsy Ritter
District 38