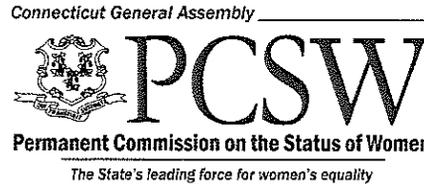


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Testimony of
The Permanent Commission on the Status of Women
Before the
Labor and Public Employees Committee
March 3, 2011

RE: **H.B. 6347, AAC the Enforcement of the Family and Medical Leave Act for State Employees**

Senators Prague and Guglielmo, Representatives Zalaski and Rigby, and members of the committee, thank you for this opportunity to provide testimony on behalf of the Permanent Commission on the Status of Women (PCSW) in response to the introduction of the above referenced bill.

Gender-Specific Data

- 48% of Connecticut's workforce are women¹
- 55% of mothers with infants are in the labor force.²
- 83% of mothers went back to work within a year of their child's birth.³

H.B. 6347 would allow permanent employees who are denied their right to take unpaid family and medical leave to file a complaint with the Labor Commissioner. The State Legislature recognized the need for women to balance work and family responsibilities, when it passed the law to allow someone to take unpaid family and medical leave to care for themselves or their immediate family in the event of a birth, adoption, or serious health condition. H.B. 6437 takes this law a step further by providing a mechanism to report incidences of discrimination or adverse employment actions when employee chooses to avail themselves of FMLA leave.

We appreciate your continued attention to this matter, and look forward to working with you on this important issue.

¹ See, footnote 1.

² <http://www.census.gov/population/www/socdemo/fertility.html>

³ http://www.census.gov/Press-Release/www/releases/archives/employment_occupations/011536.html