



# House of Representatives

**File No. 633**

General Assembly

February Session, 2012

**(Reprint of File No. 60)**

Substitute House Bill No. 5237  
As Amended by House Amendment  
Schedule "A"

Approved by the Legislative Commissioner  
May 4, 2012

***AN ACT CONCERNING PAYMENT OF WAGES FOR EMPLOYEES OF  
AN ENTITY CALLED A STATE-AIDED INSTITUTION.***

Be it enacted by the Senate and House of Representatives in General  
Assembly convened:

1 Section 1. Section 31-71b of the 2012 supplement to the general  
2 statutes is repealed and the following is substituted in lieu thereof  
3 (*Effective from passage*):

4 (a) (1) Except as provided in subdivision (2) of this subsection, each  
5 employer, or the agent or representative of an employer, shall pay  
6 weekly all moneys due each employee on a regular pay day,  
7 designated in advance by the employer, in cash, by negotiable checks  
8 or, upon an employee's written request, by credit to such employee's  
9 account in any bank that has agreed with the employer to accept such  
10 wage deposits.

11 (2) Unless otherwise requested by the recipient, the Comptroller  
12 shall, as soon as is practicable, pay all wages due each state employee,  
13 as defined in section 5-196, by electronic direct deposit to such  
14 employee's account in any bank, Connecticut credit union or federal

15 credit union that has agreed with the Comptroller to accept such wage  
16 deposits.

17 (b) The end of the pay period for which payment is made on a  
18 regular pay day shall be not more than eight days before such regular  
19 pay day, provided, if such regular pay day falls on a nonwork day,  
20 payment shall be made on the preceding work day.

21 (c) This section shall not be construed to prohibit a local or regional  
22 board of education or an entity called a state-aided institution  
23 pursuant to section 5-175 and a recognized or certified exclusive  
24 bargaining representative of its certified or noncertified employees  
25 from including within their collective bargaining agreement a schedule  
26 for the payment of wages to certified employees or noncertified  
27 employees that differs from the requirements of subsections (a) and (b)  
28 of this section.

29 (d) Nothing in this section shall be construed to apply to employees  
30 swapping workdays or shifts as permitted under a collective  
31 bargaining agreement.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	31-71b

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

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***OFA Fiscal Note***

***State Impact:*** None

***Municipal Impact:*** None

***Explanation***

The bill, which allows employees of the American School for the Deaf, Connecticut Institute for the Blind and Newington Children's Hospital to negotiate with their employee unions a wage payment schedule different from a weekly schedule, has no fiscal impact.

House "A," expands the bill to include the Connecticut Institute for the Blind and Newington Children's Hospital, which has no fiscal impact.

***The Out Years***

***State Impact:*** None

***Municipal Impact:*** None

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**OLR Bill Analysis****sHB 5237 (as amended by House “A”)\******AN ACT CONCERNING PAYMENT OF WAGES FOR EMPLOYEES OF A PRIVATE SCHOOL IN THE STATE.*****SUMMARY:**

This bill permits three specific private institutions to negotiate with their respective employee unions for a different wage payment schedule than the weekly payment required under current law. The institutions referred to as “state-aided institutions,” are the American School for the Deaf, Connecticut Institute for the Blind, and Newington Children’s Hospital (see BACKGROUND).

The bill adds these institutions to an existing provision that allows boards of education to negotiate different payment schedules. (Many boards of education negotiate under this provision to pay employees based on the calendar year rather than the 10-month school year.)

Under current law, employers must pay employees on a regular pay day that must not be more than eight days after the last day counted in the pay period. In addition to the statutory exception for boards of education, the law allows the labor commissioner to grant other pay schedule exceptions (see BACKGROUND).

\*House Amendment “A” removed the reference to the American School for the Deaf and replaced it with entities known as “state-aided institutions.”

EFFECTIVE DATE: Upon passage

**BACKGROUND*****State–Aided Institutions***

In statute, the American School for the Deaf, the Connecticut Institute for the Blind, and the Newington Children’s Hospital are referred to as state-aided institutions because of the state’s history of providing them with financial assistance, including the past practice of allowing their employees to be part of the State Employee Retirement System (CGS § 5-175). In 1995 when it opened the new facility in Hartford, the Newington Children’s Hospital was renamed the Connecticut Children’s Medical Center.

***Commissioner’s Authority to Waive Some Pay Requirements***

By law, the labor commissioner may waive the standard requirement to pay weekly wages upon the employer’s request, provided the employees are paid at least once in each calendar month on a regular schedule (CGS § 31-71i).

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 10 Nay 0 (03/06/2012)