



**Public Hearing Testimony of  
Scott D. Jackson, Commissioner  
Department of Labor  
Labor and Public Employees Committee  
March 3, 2016**

Good Afternoon Senator Gomes, Representative Tercyak, Senator Hwang, Representative Rutigliano and members of the Labor and Public Employees Committee. Thank you for the opportunity to provide you with testimony regarding **Senate Bill No. 223, Employee Wages and Disciplinary Suspensions for Harassment or Workplace Violence**. My name is Scott Jackson and I am the Labor Commissioner.

The Department of Labor opposes part of Section 1 of the bill, which seeks to amend the length of time between the last day of the pay period and the day the employee is paid for that pay period. Currently, Conn. Gen. Stat. § 31-71b(b) provides that employees shall be paid within eight (8) days of the last day of the pay period. The proposed bill would change that to fifteen (15) days. This is a considerable extension of time for employees to wait to be paid and could have a significant effect on workers, especially low wage earners who may be living paycheck to paycheck.

Another provision in Section 1 of the bill proposes to allow employers to pay employees on a bi-weekly basis without seeking a waiver from the Labor Commissioner. The law currently requires employers to pay employees on a weekly basis unless a waiver is sought. As it is a common business practice to pay employees bi-weekly and the Department has long granted such requests, we do not object to this proposal. However, another statute must also be amended for consistency, Conn. Gen. Stat. § 31-71i, which is the statute that allows employers to seek a waiver of the weekly payment requirement. Similar language should be added to that statute as well. Also, 31-71i refers to "pay days" and should be changed to "pay period."

Thank you for the opportunity to provide this testimony. I am available to answer any questions you may have.