



State of Connecticut
HOUSE OF REPRESENTATIVES
STATE CAPITOL
HARTFORD, CONNECTICUT 06106-1591

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INSURANCE & REAL ESTATE COMMITTEE
JUDICIARY COMMITTEE
JOINT COMMITTEE ON LEGISLATIVE MANAGEMENT

Joint Committee on Labor and Public Employees
Public Hearing
Thursday, February 16, 2017
2:00pm in LOB Room 2E

Testimony
In support of

**Proposed H.B. No. 5590 AN ACT CREATING A TASK FORCE TO IMPROVE THE
WORKFORCE DEVELOPMENT SYSTEM IN THE STATE OF CONNECTICUT.**

Proposed H.B. No. 5591 AN ACT CONCERNING PAY EQUITY IN THE WORKFORCE.

Good afternoon Chairwoman Porter, Chairman Gomes, Chairman Miner and distinguished ranking members and members of the Joint Committee on Labor and Public Employees. For the record, my name is Representative Emmett Riley from the 46th District and I respectfully submit testimony in support of **HB-5590** An Act Creating A Task Force To Improve The Workforce Development System In The State Of Connecticut and **HB-5591** An Act Concerning Pay Equity In The Workforce.

HB-5590 creates a study aimed to improve Connecticut's workforce development system. We are living in a fast-paced world and need to keep up with the trends and challenges our economy faces as a state and nationwide.

A study that will focus on education, training and producing a skilled workforce, for jobs that will provide wages and benefits to adequately sustain individuals and families alike, is necessary if we want to continue to compete in the global job market. Promoting job growth and helping

our workforce with the job skills employers need is without a doubt a step in the right direction. I urge the committee to support this legislation.

HB-5591 requires employers to provide equal pay to employees, in the same workplace, who perform the same duties. Simply put, this bill would reduce discriminatory practices and the gender pay gap in the workplace.

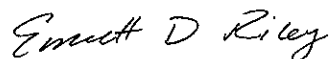
While some may say not all employers discriminate against women, on average, Connecticut women who are employed full time lose a combined total of more than \$5.5 billion every year due to the wage gap. These women, their families, businesses and the economy suffer as a result. Lost money means families have less money to save for their future and less money to spend on basic goods and services – which helps drive the economy.

In Connecticut, a woman with a high school diploma has an average salary of \$35,000 which is the same average for men in Connecticut with less than high school diploma. In addition, women who work full-time year-round earn less than men at every educational level and, at some levels of education, they earn the same as or less than men with lower educational qualifications.

As a husband and father, I support and appreciate my wife's dedication to her family and profession. Together, we do our best to provide a happy and stable home for our son. Many of us can relate to the struggles single mothers go through as they rely on their sole income to provide for and maintain their household needs. I believe it is only fair to provide equal pay for equal work.

This bill is good for women, families and the economy. Therefore, I respectfully ask for the committee to pass this bill.

Sincerely,



Emmett D. Riley
State Representative – 46th District