

---

---

## **OLR Bill Analysis**

### **sSB 942**

#### ***AN ACT CONCERNING THE ON-TIME PAYMENT OF WAGES.***

#### **SUMMARY**

This bill requires certain fiscal intermediaries that provide payroll services for paying state-funded personal care attendants (PCAs) to meet certain payroll-related requirements. It applies to fiscal intermediaries that provide payroll services funded in whole or in substantial part by state funds to pay PCAs. PCAs covered by the bill are people who provide personal care assistance under a state-funded program, such as the Connecticut Home Care Program for Elders. The bill specifies that fiscal intermediaries do not include the consumers who receive PCA services.

The bill requires the fiscal intermediaries to pay the PCAs weekly or bi-weekly on a regular pay day designated in advance by the fiscal intermediary. As under the payroll law that applies to all employers and employees, they must do so by cash, check, direct deposit (upon the employee's request), or payroll card.

The bill further requires the fiscal intermediaries to provide clear and timely communication directly to each PCA about payment confirmation, a change in payment status, or any pay discrepancy. If there is a pay discrepancy or issue with a PCA's time records that will impact how much pay the PCA will receive on his or her regular pay day, the fiscal intermediary's communication must (1) contain specific information about the discrepancy or issue and (2) give the PCA enough time and a specific and accessible way to respond and try to fix the problem before the regular pay day. If the problem has not been resolved at least 24 hours before the regular pay day, the fiscal intermediary must provide a way for the PCA to receive his or her pay between payroll cycles and within 48 hours after the problem has been resolved.

The bill subjects violators to a \$100 fine per violation, per day, until the violation is corrected. If the labor commissioner imposes the fine, he must remit it to the PCA who was subjected to the violation within 30 days after collecting it.

EFFECTIVE DATE: Upon passage

## **BACKGROUND**

### ***Related Bill***

sHB 6560, reported favorably by the Human Services Committee, similarly requires fiscal intermediaries to provide PCAs with a way to address pay discrepancies and timely receive their pay.

## **COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 10    Nay 3    (03/18/2021)