



General Assembly

January Session, 2021

Raised Bill No. 942

LCO No. 3795



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT CONCERNING THE ON-TIME PAYMENT OF WAGES.

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

1 Section 1. (NEW) (*Effective from passage*) (a) A fiscal intermediary who
2 provides payroll services for employers funded in whole or in
3 substantial part by state funds shall be deemed an employer solely for
4 purposes of failure to timely pay wages under sections 31-71a to 31-71i,
5 inclusive, of the general statutes.

6 (b) A delay caused by the failure to meet the provisions of this section
7 shall be deemed a failure to timely pay wages under sections 31-71a to
8 31-71i, inclusive, of the general statutes.

9 (c) Employers shall provide clear and timely communication directly
10 to employees regarding pay discrepancies, payment confirmation or a
11 change in payment status, including, but not limited to, providing
12 employees: (1) Sufficient notice prior to their pay date, with specific
13 information about any problem with submitted time records which
14 would impact the amount of pay an employee will receive on their pay
15 date; (2) a specific and accessible option to address any such problem in

16 sufficient time to correct the amount received on their pay date; and (3)
17 a timely method to receive pay between payroll cycles where a pay
18 discrepancy has not been resolved within twenty-four hours after the
19 pay date. Such method shall provide for pay not later than forty-eight
20 hours after such pay date. For purposes of this subsection "sufficient
21 notice" means a length of time to allow an employee to respond to and
22 correct any issues in time to be properly paid on their pay date.

23 (d) An employer who violates any provision of this section shall be
24 fined twenty-five dollars per day for each separate violation. The Labor
25 Commissioner shall assess all such fines.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section

Statement of Purpose:

To requiring fiscal intermediaries who provide payroll services for employers funded in whole or in substantial part by state funds to meet employer timely pay obligations.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]