

# Labor and Public Employees Committee

## JOINT FAVORABLE REPORT

**Bill No.:** SB-421

**Title:** AN ACT CONCERNING STANDARD WAGES.

**Vote Date:** 3/22/2022

**Vote Action:** Joint Favorable

**PH Date:** 3/15/2022

**File No.:** 369

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### SPONSORS OF BILL:

Labor and Public Employees Committee

### REASONS FOR BILL:

Employers and employees are finding ambiguity in the law as to exactly what is fair and just compensation.

### RESPONSE FROM ADMINISTRATION/AGENCY:

None submitted.

### NATURE AND SOURCES OF SUPPORT:

CT. AFL-CIO, President, Ed Hawthorne: Supports the bill because it adds security service to the definition of "building, property or equipment service", defines employer "offense" as each pay period that an employer violates the standard wage law, removes benefits already required by federal law, and requires an employer to contact the Dept. of Labor annually to learn of the updated standard wage and methods to implement it. It requires the employer to display a poster created by the Dept. of Labor announcing the standard wage and enforcement rights and clarifies that groups of employees, or their designated representative, may bring complaints of nonpayment of the standard wage to the Dept. of Labor.

SEIU, State Director and Vice President, Rochelle Palache: Supports this bill because it would make some minor changes to CT's standard wage to clarify certain ambiguous points in the law and codifies existing practice. It is a common sense bill that would benefit the State's subcontracted workforce and State contractors.

SEIU, Member, McDonald's Milford I-95 Northbound Service Plaza, Azucena Santiago: Supports the bill because it would strengthen the current wage law and make it simpler for

both workers and employers to understand. It will place posters at workplaces explaining the standard wage. The Dept of Labor needs to ensure everyone is paying the appropriate wages.

SEIU, Lobbyist, Stacey Zimmerman: Supports the bill because it would clarify for both workers and State contractors what is to be used to determine the rate of wages. The ambiguity in the law has hampered workers as they pursue fair and just compensation. They have 6 major faults with the bill as written: It adds to definitions that the law covers security work. (line 25). It defines an offense as each pay period. (Lines 63-65) It removes the inclusion of benefits required by law and PTO from the calculation of 30% fringe. (Line 94-96). It requires an employer to contact DOL annually each September to learn of standard wage. (Line 129-133). It requires ER to post a notice announcing standard wage and enforcement rates and DOL to create a poster (Line 169 – 179). It makes it explicit that groups of employees or their designated representative may bring complaints to the DOL. (Line 194-196). These updates can modernize the statute to conform to existing law regarding PTO/sick days along with providing employees the base knowledge of the law and a process for righting failure to comply.

#### **NATURE AND SOURCES OF OPPOSITION:**

Self, David Godbout: Opposes all bills as an infringement on his Fourth Amendment Rights.

**Reported by:** Marie Knudsen

**Date:** APRIL 5, 2022