



General Assembly

Substitute Bill No. 942

January Session, 2021



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) As used in this section:

2 (1) "Employer" means a fiscal intermediary who provides payroll
3 services funded in whole or in substantial part by state funds to pay
4 personal care attendants, but does not include a consumer, as defined in
5 section 17b-706 of the general statutes; and

6 (2) "Personal care attendant" has the same meaning as provided in
7 section 17b-706 of the general statutes.

8 (b) Each employer shall pay weekly, or once every two weeks, all
9 wages, salary or other compensation due each personal care attendant
10 on a regular pay day, designated in advance by the employer, using one
11 or more of the following methods: (1) Cash; (2) by negotiable checks; (3)
12 upon an employee's written or electronic request, by direct deposit; or
13 (4) by payroll card, provided the requirements of section 31-71k of the
14 general statutes are satisfied.

15 (c) Each employer shall provide clear and timely communication
16 directly to each personal care attendant regarding payment
17 confirmation, a change in payment status or any pay discrepancy. If

18 there is a pay discrepancy or an issue with the time records submitted
19 by the personal care attendant that will impact the amount of wages,
20 salary or other compensation the personal care attendant will receive on
21 the personal care attendant's regular pay day, the communication shall
22 (1) contain specific information about the discrepancy or issue, and (2)
23 provide the personal care attendant with sufficient time, and a specific
24 and accessible method, to respond to the employer and attempt to
25 correct such discrepancy or issue prior to the personal care attendant's
26 regular pay date. If the pay discrepancy or issue has not been resolved
27 twenty-four hours or more before the personal care attendant's regular
28 pay day, the employer shall provide to the personal care attendant a
29 method to receive wages, salary or other compensation between payroll
30 cycles and not later than forty-eight hours after such discrepancy or
31 issue has been resolved.

32 (d) An employer who violates any provision of this section shall be
33 fined one hundred dollars per day for each separate violation from the
34 date of the violation to the date such violation is corrected. If the Labor
35 Commissioner imposes a fine under the provisions of this section, the
36 commissioner shall, not later than thirty days after collecting such fine,
37 remit the amount collected to the personal care attendant who was
38 subjected to the violation.

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

LAB Joint Favorable Subst.