



**HOME BUILDERS & REMODELERS ASSOCIATION  
OF CONNECTICUT, INC.**

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*Your Home  
Is Our  
Business*

March 3, 2016

To: Senator Edwin Gomes, Co-Chairman  
Representative Peter A. Tercyak, Co-Chairman  
Members of the Labor and Public Employees Committee

From: Bill Ethier, CAE, Chief Executive Officer

Re: **SB 223, AAC Employee Wages and Disciplinary Suspensions for  
Harassment or Workplace Violence**

The HBRA of Connecticut is a professional trade association with about eight hundred (800) member firms statewide employing tens of thousands of CT's citizens. Our members, all small businesses, are residential and commercial builders, land developers, remodelers, general contractors, subcontractors, suppliers and those businesses and professionals that provide services to our diverse industry and to consumers. We build between 70% to 80% of all new homes and apartments in the state each year and engage in countless home remodeling projects.

**The HBRA of CT supports the two minor changes in SB 223.**

**The first section allows businesses to pay employees on an “every other week” basis without having to apply to DOL for permission.** Most businesses today already pay on this biweekly basis. Requiring new businesses to apply to DOL for permission to do this is unnecessary. Any other schedule of payment (i.e., other than weekly, the default, or biweekly, the norm) would still require an application but allowing the norm without application would be helpful to businesses.

**Section two of the bill would equalize Connecticut law with federal law for the purposes of suspending both hourly and salaried workers without pay for violating an employer's written policy on harassment or workplace violence.** Connecticut does not allow an employer to suspend a salaried worker without pay for these violations while hourly workers can be suspended without pay for such violations. While there are legitimate differences between hourly and salaried workers for certain things, when it comes to harassment and workplace violence issues all workers should be treated the same and section two of SB 223 would allow employers to do so.

**We urge you to support both sections of SB 223 as common sense minor reforms to our labor laws.**

Thank you for the opportunity to comment on this legislation.