



Permanent Commission on the Status of Women
2014 Annual & RBA Report
(December, 2014)



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December 23, 2014

Appropriations Committee
Connecticut General Assembly
Room 2700
Legislative Office Building
Hartford, CT 06106

Dear Senator Bye, Representative Walker, and members of the Appropriations Committee:

In 2014, as national events threw women’s rights into high relief, Connecticut, increasingly, became a beacon for progressive policies that improve the lives of women and families. The PCSW is proud to continue to work with the Legislature and, when appropriate, the Executive Branch, on legislation and initiatives which keep our state ahead of the curve when it comes to women’s economic security, health and safety, and the elimination of gender discrimination.

This year, we released *The Status of Women in Connecticut’s Workforce*, a seminal work that has already garnered considerable attention and comment from advocates, policymakers and the media, and we translated into Spanish (and disseminated) our *Directory of Women’s Organizations in Connecticut*.

We furthered civic engagement for women and men by convening and helping organize such gatherings as Women’s Day at the Capitol the New England Women’s Policy Conference in Boston. We continued to chair the Trafficking in Persons Council, chaired the legislative task force on paid leave (FMLI), and we chair the Connecticut Campaign for Paid Family Leave.

And we saw legislative successes in bills that increased the minimum wage, enhanced paid sick leave, strengthened laws against assault and stalking, improved access to healthcare, made breast ultrasound screenings more affordable, participate in a task force to study ways to strengthen domestic workers’ rights, and several other initiatives.

Finally, I am pleased to report that 2014 saw the smooth transition in leadership from my predecessor, Teresa Younger, to my appointment as executive director in August. This report, therefore, reflects work done under her aegis from January to June, and under mine from August through year’s end. I hope you find this 2014 Results-Based Accountability (RBA) Report Card and Annual Report useful.

Thank you for your time and attention. Please do not hesitate to call me with any questions.

Sincerely,

Carolyn M. Treiss
Executive Director

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PCSW Mandate

The Permanent Commission on the Status of Women (PCSW) was created in 1973 as a nonpartisan state agency by an act of the Connecticut General Assembly. A 21-member commission, staff and volunteers work to ensure our mandate “that all women in Connecticut are safe, healthy, economically self-sufficient, achieve educational success and are free from discrimination” is carried out by:

- Informing leaders of the nature and scope of the problem of gender discrimination;
- Serving as a liaison between government and private interest groups concerned with services for women;
- Promoting consideration of qualified women for leadership at all levels of government;
- Gathering and maintaining up-to-date data on women of the state;
- Conducting educational and outreach activities intended to raise awareness of issues critical to women; and
- Reporting to the Governor and the General Assembly recommendations for new or enhanced policies, programs and services that affect women in the state.

In 2008 the PCSW hired the Charter Oak Group, LLC to develop a Results Based Accountability Framework for its agenda. As a result, PCSW has identified a quality-of-life result statement for each priority area with indicators and strategies to “turn the curve,” and has identified significant programs, agencies, and activities that contribute to the results we are striving to achieve. We are still responsible for focusing our efforts on our three “quality of life” desired results, which are:

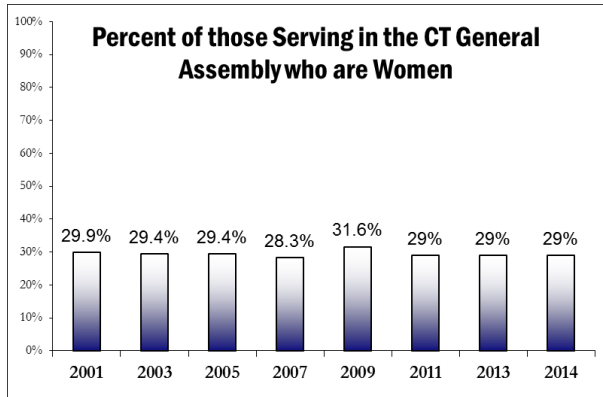
- All Connecticut women are economically self-sufficient;
- All Connecticut women have optimal health and wellness throughout the lifespan; and
- All Connecticut women are free from sex discrimination in all aspect of their lives.

For 41 years, the PCSW has been providing information, research and analysis to elected officials and the public regarding issues affecting the status of women across their lifespan - from young adults to elders. PCSW establishes legislative priorities, recommends legislative proposals, testifies on bills and provides information, research and analysis to elected officials and the public regarding issues affecting the status of women across their lifespan. There are 1,840,483 female residents of the state of Connecticut, who make up 51.3% of the state’s population. Of the state’s female population, 79% (1,453,449) are 18 years of age or over and 16.6% (305,560) are 65 years of age or over. Women represent nearly half (48.9%) of Connecticut’s labor force.

PCSW Results Based Accountability Population Report Card 2013

Quality of Life Result: All Connecticut Women Are Free from Discrimination in All Aspects of Their Lives

Indicator 1: Gender Equity in Representation



Story behind the baseline: While women made some strides nationally this year, the percent of women in elected office in Connecticut remained the same. In Connecticut, women constitute about 29% of the state's Legislature, 50% of Constitutional offices, and 41% of top level Executive Branch positions.

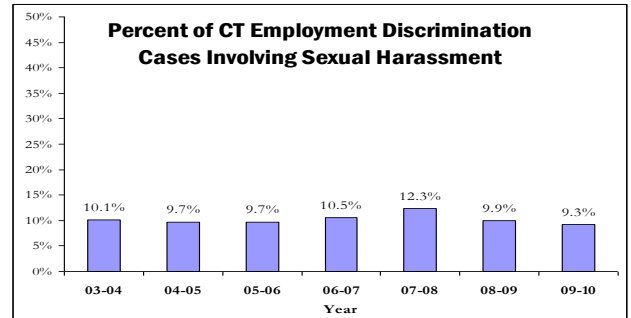
Proposed strategy to turn the curve:

- 1) Foster leadership development among women in order to strengthen their social and economic mobility.
- 2) Promote opportunities for women to learn more about the political process through special events and policy training programs.

PCSW supports these strategies by providing women with opportunities to become involved at various stages in their lives. We lead opportunities which give women a way to be trained, directly engaged and have their voices heard. These opportunities include the Talent Bank, the Connecticut Government Appointments Project (ConnGAP), Women's Day at the Capitol and Women's Policy Day. Other supports include PCSW's presence and leadership with other organizations through the boards of the Yale Women's Campaign School, the Hunt Alternatives Fund Political Parity Leadership Team, We hosted several events/conferences and reinforced partnerships with the Office of the Secretary of the State, the YWCA, the League of Women Voters, the

Connecticut Women's Education and Legal Fund, CT Federation of Women's Clubs, Connecticut Sexual Assault Crisis Services, Junior Leagues, Connecticut Coalition Against Domestic Violence, various Women and Girls' Funds throughout the state, the CT Women's Alliance, Girlcott and the Harriet Beecher Stowe Center.

Indicator 2: Sexual Harassment Cases*



Story behind the baseline: Sex discrimination is the third highest reason for State discrimination complaints after race and physical disability, respectively. *Sexual harassment affects 40- 60% of working women*, with similar statistics for female students in colleges and universities. Approximately 15,000 sexual harassment cases are brought to the U.S. Equal Employment Opportunity Commission (EEOC) each year.

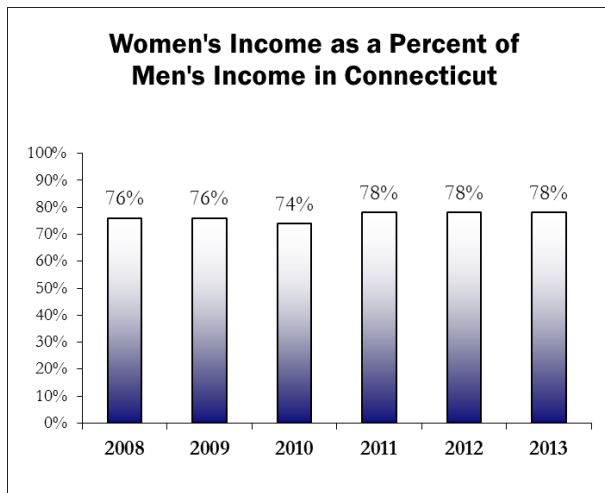
Proposed strategies to turn the curve:

- 1) Foster gender equity in the workplace;
- 2) Provide public education about state sexual harassment laws; and
- 3) Promote outreach activities that support women in non-traditional work environments.

PCSW supports these strategies by strategizing about ways to promote women in State agencies; assisting women seeking to file discrimination complaints with CHRO and monitoring their progress; speaking at events such as Eastern Seaboard Apprentice Committee Regional Conference and MDC/NAWIC luncheon; and by partnering with CHRO to provide Workplace Discrimination Investigation Trainings to State Attorney General Designees and Equal Employment Officers. In addition, staff did outreach to schools and colleges on sexual harassment (Fairfield Warde High School, Central CT State University).

*CHRO has not updated their case processing report since 2010.

Indicator 3: Pay Equity in Connecticut



Story behind the baseline: Women working full time in Connecticut typically earn just 78% of what men earn, a gap of 22. When broken down by race/ethnicity, White women earn 85%, Black women 67%, Hispanic women 52%, and Asian American women 83% of what men earn (IWPR, 2014). Estimates are that it will be the year 2050 before Connecticut women earn equal pay for equal work. While the wage gap has narrowed over the past half century, much of this gain is due to the decrease in men's earnings.

Proposed strategies to turn the curve:

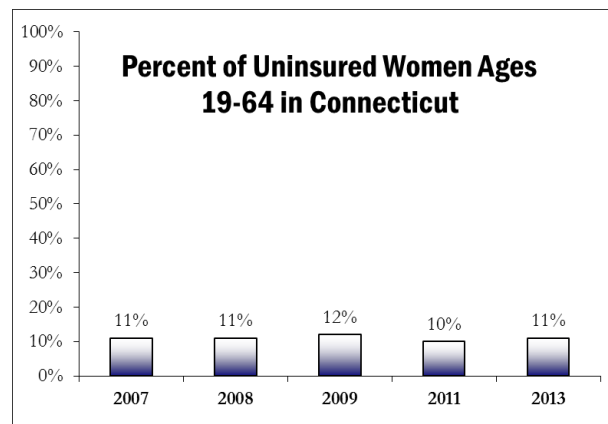
- 1) Foster gender equity in the workplace; examples include supporting training programs on how to negotiate and promoting women to higher wage jobs and non-traditional occupations; and
- 2) Requiring State agencies, contractors and grantees to collect and report data on occupational distribution and pay by gender, race and national origin when they update their data collection processes.
- 3) Foster family-friendly policies to promote women's earning potential, including flexible benefits, telecommuting, paid FMLA and expanding paid sick leave;

PCSW supports these strategies by working with the Governor's Wage Gap Working Group. In 2014, PCSW convened and chaired the Family and Medical Leave Insurance Taskforce to develop recommendations for a statewide family and medical leave benefit plan; and co-chaired the Campaign for Paid Family Leave. PCSW supported the efforts of the Governor's Pay Equity Task Force with a concerted effort to highlight his efforts and public awareness on Pay Equity Day; and at 2014 Women's Day at the Capitol, the panel spoke about gender inequity in journalism. We also sponsor activities through the CT Girls' Collaborative, the WAGE

Project, CWEALF, Family Values @ Work and through speaking engagements and our legislative agenda including PA 14-1, AAC Working Families' Wages (SB 32), PA 14-128, AAC Parity between Paid sick Leave Benefits and Other Employer-Provided Benefits (HB 5269), and PA 14-172, AAC Improving Employment Opportunities through Education and Ensuring Safe School Climates (sSB 106).

Quality of Life Result: All Connecticut Women Have Optimal Health and Wellness throughout the Lifespan

Indicator 1: Women without Health Insurance



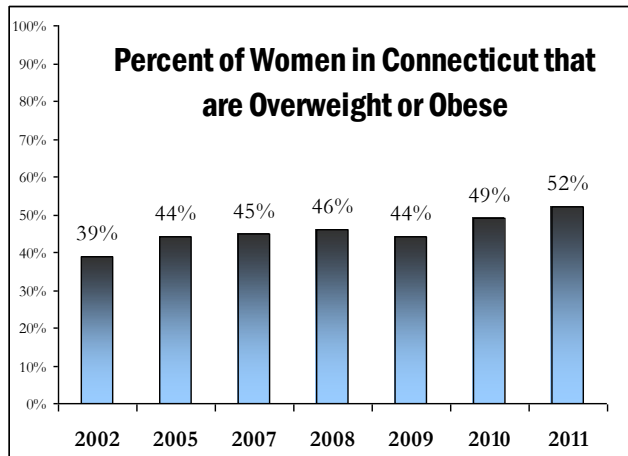
Story behind the baseline: While about 69% of women have private health coverage, un-insurance rates for women are buffered by public insurance. The majority of adults on both Medicaid and Medicare are women. The rates of coverage for women of color and women aged 19-29 is much lower.

Proposed strategies to turn the curve:

- 1) Support affordable and comprehensive health care access for all Connecticut women, regardless of employment, immigration or economic status.
- 2) Support reproductive health services in order to ensure women's rights to access comprehensive reproductive health care and education.
- 3) Monitor state and federal legislation in order to ensure full access to women's health care.

PCSW supports these strategies by collaborating with the Commission on Health Equity, Connecticut Coalition for Choice, the Universal Health Care Foundation, MergerWatch, National Advisory Board on Religious Restrictions to Care and the Commission on the Standardization of Evidence in Sexual Assault Investigation. Additionally, we actively engage in monitoring and negotiating hospital mergers.

Indicator 2: Obesity



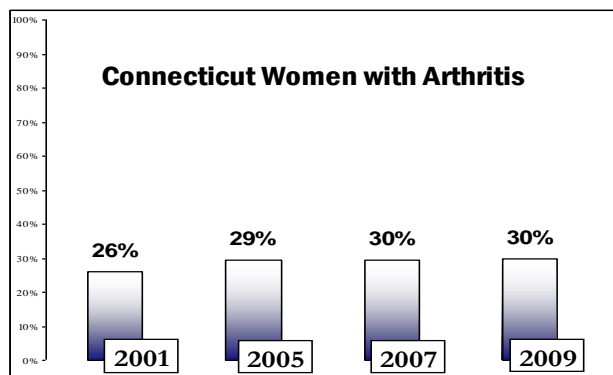
Story behind the baseline: Over half (52%) of Connecticut women are now considered overweight or obese. Women’s cardiovascular health is compromised by obesity. Heart disease kills 172 of every 100,000 U.S. women and 162 of every 100,000 Connecticut women.

Proposed strategies to turn the curve:

- 1) Promote a woman’s right to healthcare, through nutrition, exercise and wellness promotion; and
- 2) Require State agencies and insurance companies to collect and report data on strategies to promote wellness.

PCSW supports these strategies by partnering outreach efforts with Congressional leaders to explain the ACA, the Connecticut Association of Directors of Health, the African-American Affairs Commission and the Latino and Puerto-Rican Affairs Commission; member participant on the Commission on Health Equity, as well as through our legislative agenda.

Indicator 3: Arthritis



Story behind the baseline: Chronic illnesses disproportionately affect women, who, on average,

live longer than men. Connecticut and the nation have roughly the same proportion of women suffering from arthritis -- about 30%.

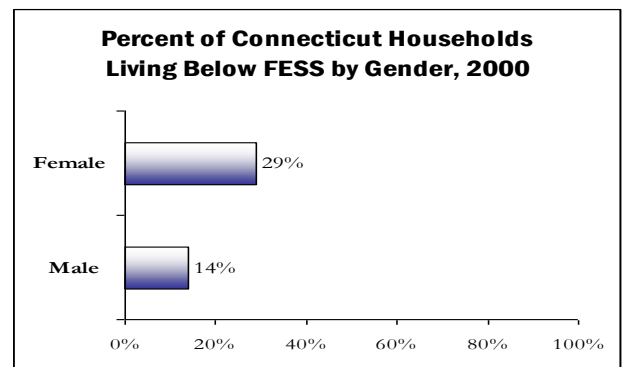
Proposed strategies to turn the curve:

- 1) Support universal health care to provide health coverage to all Connecticut women, regardless of their employment, immigration or economic status. Examples include access to specialty care, durable medical equipment and prescription drugs; and
- 2) Promote gender-specific medicine and gender-based research in order to better target resources and address chronic needs among women.

PCSW supports these strategies by partnering with the Connecticut Elder Action Network, the Commission on Aging, Yale Women’s Research, and the Commission on Health Equity (CHE). We produced the CHE annual report to the Legislature.

Quality of Life Result: All Connecticut Women are Economically Self-Sufficient

Indicator 1: Households Living Below the Family Economic Self-Sufficiency Standard (FESS)



Story behind the baseline: The Self-Sufficiency Standard measures how much income is needed for a family of a certain composition in a given region to adequately meet their basic needs—*without public or private assistance*. Households maintained by women are more than twice as likely to have income below the standard as those maintained by men.

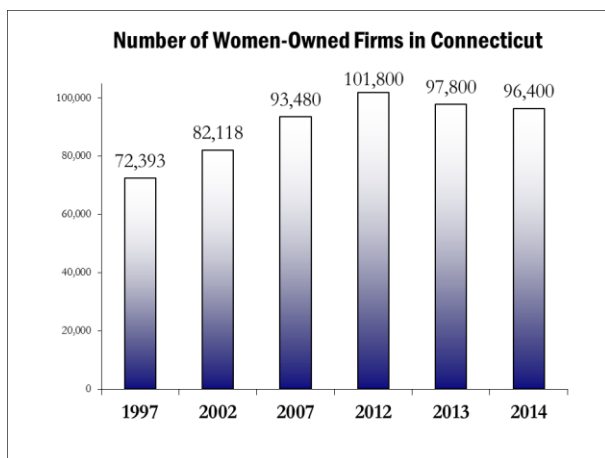
Proposed strategies to turn the curve:

- 1) Foster family-friendly policies to promote women’s earning potential, including flexible benefits, telecommuting, paid FMLA and expanding paid sick leave;
- 2) Align education and training to target resources to under-resourced populations; and

- 3) Provide for basic needs to ensure that residents living at the margins can contribute to Connecticut's economy.

PCSW supports these strategies through developing Connecticut specific research: *The Status of Women in Connecticut's Workforce* (November 2014) and an update of the CT Family Economic Self-Sufficiency Standard (FESS) (expected June 2015). PCSW is represented on the national projects to advance the economic status of women – the FESS Advisory Group, the Institute for Women's Policy Research Status of Women Advisory Committee and the National Mother's & Caregivers Economic Rights Advisory Committee. PCSW works locally with the Coalition for a Working CT, the Commission on Child Support Guidelines, the Family Economic Success Coalition, Family Values @ Work, New Haven MOMS Partnership, the Retirement Security Coalition, and the Temporary Family Assistance Workgroup.

Indicator 2: Business Ownership



Story behind the baseline: Women owned firms in Connecticut have increased dramatically in numbers, sales and employees. Over the last decade there was a 33.2% increase in the number of women-owned firms in the state. When compared nationally, Connecticut ranks 44th in the growth of women-owned businesses. Between 1997 and 2014, Connecticut increased 33.2% in the number of women-owned firms. In 2014, Connecticut women-owned firms totaled 96,400 and generated \$15 million in revenues (est).

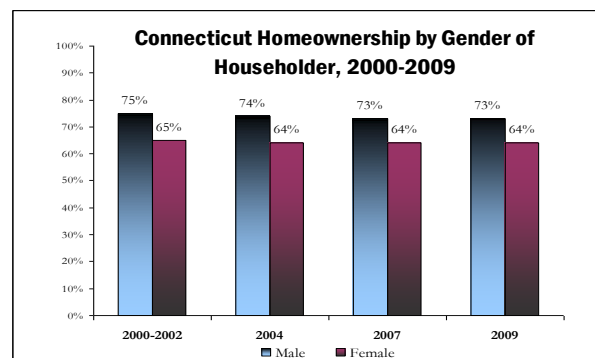
Proposed strategies to turn the curve:

- 1) Support women-owned businesses by encouraging micro-enterprise and small business development and investing in targeted business sectors;

- 2) Foster gender equity in the workplace in order to develop the next generation of women business leaders and promote full labor force participation among women.

PCSW supports these strategies that promote women-owned businesses and women in business through partnerships with the Women's Business Development Council, DECD, the Small Business Majority, the Hartford Business Journal, the Connecticut Women's Alliance; and monitor activities of the Small Business Disparity Study Committee; and outreach and public speaking through WPKN's Women with Impact radio show, as well as through our legislative agenda.

Indicator 3: Homeownership



Story behind the baseline: Given the historic difficulty women have had owning, acquiring, and inheriting property, they have lagged behind in ownership of this important asset. In Connecticut, there is a ten-percentage-point difference in rates of homeownership between male- and female-headed households.

Proposed strategies to turn the curve:

- 1) Support asset-building to reduce asset poverty, increase savings, and long-term financial stability among women;
- 2) Develop adequate supportive housing opportunities, the lack of which represents the biggest financial challenge for Connecticut families. Such proposals include property tax reform as well as rental assistance programs.

PCSW supports these strategies in conjunction with Family Economic Success Network, the Welfare Working Group and the Office of the State Treasurer, blogging with the Partnership for Strong Communities, hosting WOW's Economic Security Scorecard seminar as well as through **our** legislative agenda SA 13-3, AA Establishing a Task Force to Consider Impediments to Fair Housing Choice (sHB 6574).

Population Report Card Data Development Agenda

For our Population Report Card there are several important indicators of progress that require further data development. The most critical of these include:

- Percent of women in different occupational types
- Percent of women with retirement benefits
- Percent of State and community partners using the Family Economic Self-Sufficiency Standard
- Percent of women who exercise regularly
- Percent of women with depression
- Percent of private businesses providing sexual harassment training (by size, sector)

PCSW Results Based Accountability Performance Report Card 2013

- All Connecticut in Women are Free from Discrimination in all Aspects of their Lives
- All Women in Connecticut Have Optimal Health and Wellness throughout their Lifespan
- All Women in Connecticut are Economically Self Sufficient

Approach 1: Research

The Permanent Commission on the Status of Women gathers and maintains current information regarding Connecticut women that can be used to better understand the status, condition and contributions of such women. Research is gender- and Connecticut- specific and is done both in-house and in conjunction with national organizations. In 2013, we partnered with Wider Opportunities for Women to re-release the Economic Security Scorecard and drew on in-house generated reports from such authoritative sources as the U.S. Census, U.S. Department of Labor, NCSL and the Center for American Women and Politics at Rutgers.

Measure: Number of publications accessible to the public and legislators

Publications	
• Policy Agenda	1
• Legislative Report	1
• PCSW RBA/Annual Report	1
• Bilingual Edition of Directory of Women's Organizations	1
• The Status of Women in Connecticut's Workforce	1
• Trafficking in Persons Council Annual Report	1
• Family Medical Leave Insurance Taskforce	1
• CT Campaign for Paid Family Leave Recommendations	1
Number of Research Briefs	22
Number of National Reports for which we were CT conduit	8

Approach 2: Legislative Action

The Permanent Commission on the Status of Women reviews and comments on any proposed state legislation or recommendations that may affect women of the state and provides copies of any such comments to members of the General Assembly. Our legislative activities integrate our three key priorities. The Connecticut General Assembly adopted 10% of the bills that PCSW monitored and/or supported. In 2013, the Connecticut General Assembly adopted 16% of the gender discrimination- related bills, 10% of the health-related bills and 10% of the economic security bills that PCSW monitored and/or supported. Full list of bills is included in this report.

Measure: Percent of Positive Actions on Legislative Agenda

Number of bills monitored	87
Number of bills testified on	28
Number of bills with positive action	22
Rate of success of bills testified on	46%
Rate of success of bills monitored	25%
Number of committees PCSW made recommendations to	11
Number of legislative meetings pre-session	16
Number of requested legislative mtgs. pre-session	18

Actions:

- 1) PCSW will identify legislators to take greater leadership on PCSW priority issues.
- 2) PCSW will enhance monitoring of implementation issues once legislation is enacted and assess the

effectiveness of resulting policies for women when brought to the attention of the PCSW.

Approach 3: Assess State programs, policies and procedures

The Permanent Commission on the Status of Women advises the General Assembly and Governor on the coordination and administration of State programs that affect women of the state. In 2014, we influenced the programs, procedures and policies of the Commission for Child Support Guidelines, the Commission on Health Equity, the Commission on the Standardization of the Collection of Evidence in Sexual Assault Investigations, the Family Medical Leave Insurance Taskforce, the Task Force on Domestic Workers, the Trafficking in Persons Council, the Governor's Wage Gap Working Group, the State Comptroller's Advisory Group and the Secretary of State's Civic Health Advisory Group.

Measure: Number of substantive interactions with State agencies

Number of State agencies engaged by PCSW	40
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Approach 4: Information and Referral

The Permanent Commission on the Status of Women gathers and maintains current information regarding women of the state that can be used to better understand the status, condition and contributions of such women. The PCSW is not a direct service agency; however, each year women and men turn to PCSW for help and information. They receive this information through our website and by calling the office directly. The top reasons for calls to PCSW include questions about pregnancy discrimination, family and medical leave, and other workplace issues.

Measure: Requests for Assistance

General Requests for Assistance	141
Number of Hits to the Website	32,496

Actions:

- PCSW will review the number of employment discrimination complaints.
- PCSW will work with CHRO to determine case outcomes.
- PCSW will access requests for assistance to determine where trends for help are needed.

- PCSW will update our website to be inclusive and responsive to frequent questions that come in.

Approach 5: Partnership Building

The Permanent Commission on the Status of Women acts as a liaison between the women of the state and government agencies. We represent women in the state on a variety of mandated partnerships and other coalitions on which we participate both statewide and nationally.

Measure: Number of Coalition and Task Force Activities

Number of coalitions PCSW is represented on	15
Number of mandated commissions/ task forces PCSW is represented on	7
Number of boards PCSW is represented	11
Number of formal leadership roles PCSW has taken	10
National Representation <ul style="list-style-type: none"> • Economic Rights Advisory Committee • Family Values @ Work • Hunt Alternatives Fund Political Parity Leadership Team • Institute for Women's Policy Research Status of Women Advisory Committee • National Advisory Board on Religious Restrictions to Care • Vision2020-Regional Ally • Wider Opportunities for Women • Women's Campaign School at Yale 	

Actions:

- PCSW will bring health, labor, business and workforce partners together.
- PCSW will bring together women with disabilities to be updated on areas of concern.
- PCSW will continue to highlight collaborative our efforts through outreach and the media.

Approach 6: Leadership Development

The Permanent Commission on the Status of Women promotes consideration of qualified women for all levels of leadership positions. To foster this approach we have developed the following projects:

- The Talent Bank engages appointing authorities to make appointments to State boards and commissions by utilizing our electronic database

populated with the names and resumes of women throughout the state.

- The Connecticut Government Appointments Project (ConnGAP) allows us to work with the Executive Branch to recruit and promote women to the highest policy level positions.

Measure: Number of Women Available for leadership opportunities

Number of women in Talent Bank and Connecticut Government Appointments Project	374
Number of participants participating in advocacy/legislative trainings <ul style="list-style-type: none"> • Women’s Day at the Capital • Women-owned Business Day • Girl Scout Day 	500

Actions:

- 1) PCSW will strategically maintain the Talent Bank to ensure regional, racial/ethnic and age diversity;
- 2) PCSW will enhance monitoring of implementation of administrative policies and assess the effectiveness of such policies as they affect women.
- 3) PCSW will host opportunities to promote and support collaborative efforts to promote women and leadership.

Approach 7: Training

The Permanent Commission on the Status partners with CHRO to provide a statutorily mandated workplace discrimination investigation training to all State Attorney General Designees and Equal Employment Officers on a yearly basis. various trainings including legislative/advocacy trainings to the public, Sexual Harassment Awareness and Prevention Trainings and workplace discrimination trainings to state employees and agencies.

Measure: Provide Employment Discrimination Training

Workplace Discrimination Investigation Training Attendees	15
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Actions:

- 1) PCSW will continue to offer Sexual Harassment Awareness and Prevention trainings.
- 2) PCSW will provide Workplace Discrimination Investigation trainings.
- 3) PCSW will evaluate State agency compliance with anti-discrimination trainings requirements.

Approach 8: Public Education & Outreach

The Permanent Commission on the Status of Women conducts educational and outreach activities intended to raise awareness of critical issues for women of the state.

Measure: Numbers of Target Audiences Reached

Number of Speaking engagements	48
Number of print/online and blogged media hits	116
Number of TV and radio interviews	6
Number of electronic newsletters sent	11
Number of events PCSW hosted	6
Number of contacts receiving regular correspondence (electronic and/or print) including legislators, the public, and media	6,713
Number of news releases/advisories annually	10
Number of official statements annually	13
Number of monthly media contacts	1,410
Number of Website hits	32,496
<i>Social Media Statistics</i>	
Number of Tweets	3,166
Number of Twitter followers	1,224
Number of fans on Facebook	1,956

PCSW Performance Report Card Approaches and Data Development Agenda

While this report card illustrates the depth and breadth of the strategies and approaches PCSW uses on a daily basis, our work does not usually lend itself to quantitative analysis. As a public policy agency, our work reaches each of the 1,436,000 Connecticut women over the age of 18 in both direct and indirect ways; because we are not a direct service agency, the exact number of people served cannot always be counted in traditional, numerical ways. The following are the general approaches that PCSW uses to support the strategies outlined in this document:

- Research
- Legislative Action
- Assess State programs, policies and procedures
- Information and referral
- Partnership building
- Leadership development
- Training
- Public education and outreach

There are several important measures of performance that require further data development. The most critical of these include:

- Assessing the impact of enacted legislation on women.
- Gauging increased website activity as a result of each of our distinct approaches.

Administrative Activities

STATE AND MUNICIPAL AGENCY ACTIVITIES

To fulfill its mandate to advise the General Assembly and governor on policies, programs and services that will foster progress for women, and to act as a liaison between women and government agencies, the PCSW has conducted the following activities.

Eliminating Gender Discrimination

- Promoted the Talent Bank to get more women appointed to boards and commissions.
- Continued to monitor and make recommendations to address the issues regarding the recruitment and promotion of women in the State Police force and Dept. of Corrections.
- Along with the Commission on Human Rights and Opportunities (CHRO), provided trainings to Attorney General Designees and Equal Employment Officers on discrimination investigations, methods and practices.
- Made Sexual Harassment Awareness and Prevention Trainings available to State employees.
- Assisted callers in filing employment discrimination complaints with the CHRO.
- Sat on Governor's Wage Gap Working Group.
- Created a webpage to highlight leadership quotes of female legislators.
- Supported research efforts that looked at alimony decisions and the courts.
- Member participant of the CT National Organization for Women and CT Safe Schools Coalition.

Economic & Financial Security

- Statutory convenor, chair, and staff of the Family Medical Leave Insurance Task Force.
- Statutory member of Child Day Care Council, the Commission for Child Support Guidelines, and the Task force on Domestic Workers.
- Co-chaired the Campaign for Paid Family Leave.

- Member participant of the Coalition for a Working CT, Family Economic Success Coalition, Family Law Workgroup, Retirement Security Coalition, TFA Policies Workgroup, and WBDC.
- Supported efforts to highlight Wider Opportunity for Women's Economic Security Scorecard.
- Worked with Congressional representatives to address federal legislation regarding the Women's agenda, economic security, and pay equity.
- Met with Dept. of Labor, Dept. of Economic and Community Development, State Treasurer, Office of State Comptroller, Secretary of the State, and Dept. of Administrative Services.

Women's Health & Safety

- Statutory member, convener and staff of Trafficking in Persons Council;
- Statutory member of the Commission on Health Equity, the Commission on the Standardization of the Collection of Evidence in Sexual Assault Investigation, and the Interagency and Partnership Advisory Panel on Lupus.
- Worked with Congressional representatives to educate on federal legislation regarding healthcare reform, paid family medical leave, earned paid sick time and the Affordable Care Act.
- Worked with hospitals, state agencies and community organizations on hospital mergers.
- Worked with Congressional representatives to address federal legislation regarding Violence Against Women Act, human trafficking and sexual assault in the military.

Education and Outreach Activities

To fulfill its mandate to raise awareness of critical issues for women of the state, and to act as a liaison between women and government agencies, PCSW conducted and participated in the following activities.

Eliminating Gender Discrimination

- Keynoted Urban League of Southern Connecticut, Northwestern CT Women and Girls' Fund, XX Charter Oak Community College Women in Transition Fundraiser, Connecticut Nurse Attorney Association Annual Dinner, Connecticut Federation of Women's Clubs State Convention, CT American Federation of Teachers State Convention, CT Federation of Democratic Women, Ethel Walker Chapel Talk, We Are Not Wisconsin Gathering, Capitol Community College One of Us, All of Us Symposium, Shipman and Goodwin Women's History Month Event, CT Bar Association Women's Section Annual Meeting, and with Alice Pritchard spoke at Jr. League Annual Training.
- Participated in roundtables and panels with U.S. Rep. Rosa DeLauro and WBDC on Leadership, XX
- Attended YWCA in the Company of Women Luncheon; FCCF Fund for Women and Girls Seat at the Table Luncheon; CWEALF Next 40 Leaders Under 40 (Michelle Noehren honored); Bella Abzug Leadership Institute Event; and Dr. Henry Lee Awards: Jane Doe No More Dinner; CT-NOW and WCS at Yale Scholarship Informational section; and Women's Campaign School 20th Anniversary Event, Connecticut Women's Hall of Fame annual induction ceremony, and the Aurora Foundation.
- Promoted State Police recruitment efforts, Hartbeat Ensemble's play Gross Domestic Product, Know Your Value Conference, Pay Equity Day, SCSU Women's Studies Conference, White House Summit on Families and applications for Women's Campaign School at Yale.
- Participated on Political Parity Leadership Team, Women's Campaign School at Yale Board of Directors, Connecticut Women's Hall of Fame Induction Committee, Girl Scouts of Connecticut Board Development Committee, Universal Health Care Board of Directors and United Way of Central and Northeastern CT Board of Directors.

- Spread awareness of women’s issues by fielding and/or soliciting media exposure, including inquiries from print and online media on such topics as pay inequity, FMLI, women in the Connecticut workforce, gubernatorial appointments, women’s healthcare and hospital mergers, STEM careers, Sexual assault legislation, minimum wage, Lieutenant Governor/PCSW Economic Roundtables, various speaking engagements, Beth Bye profile, Women’s Day at the Capitol – Journalism & Gender, transition in executive directorship of PCSW, and appointment of Natasha Pierre as Victim Advocate.
 - *Coverage by:* CT Mirror, CT News Junkie, Shelton Herald, The Hartford Courant, CT Radio Network, WTIC Radio, Stamford Advocate, Stamford Times, Monroe Courier, The (New London) Day, Waterbury Republican-American, Middletown Press, Connecticut Post, Westport News, New Haven Register, CT Latino News, Yale Daily News, UConn Daily Campus, WTNH TV, New Britain Herald, Journal Inquirer, Greenwich Free, Women’s E-News, WNPR, WINY Radio, CT Law Tribune, Hartford Business Journal, and various political blogs, e.g., Capitol Watch blog, Kantrowiz blog, Partnership for Strong Communities blog, and News and Views blog.
 - Published Letter-to-the-Editor to Hartford Courant “Use of ‘First’ Woman.”
 - Participated in press conferences on Girlcott 2014, and pay equity initiatives.
 - Developed and distributed over 1,500 PCSW brochures in both English and Spanish.
 - Participated on hiring teams for LPRAC and AAAC to fill their Legislative Analyst positions.
 - Participated on panels at the Old State House: Women’s Activism, Noah Webster House: women’s legislative progress, and UConn: gender and diversity.
 - Participate on monthly Family Values @Work conference calls, Vision 2020 Delegate calls and Political Parity Leadership calls.
 - Participated in planning meeting for Regional Women’s Policy Conference and secured Congresswoman Rosa DeLauro to co-chair the event.
 - Secured proclamations from Governor’s office for Women’s Day, and Pay Equity Day.
 - Participated on United Way Non-Discrimination Policy review committee.
 - Spoke at talk back on MissRepresentation sponsored by CCSU and Susan Campbell.
 - Hosted PCSW display in LOB Concourse with quotes from women legislative leaders.
 - CT Humanities, Panelist, Women and Leadership, ECSU.
 - CT Association of Diversity and Equity Professionals Annual Meeting, Invited speaker.
 - Fairfield County Fund for Women and Girls Symposium, Kick-off Speaker.
 - Speaker, CT Council on Philanthropy, Women’s and Girls’ Funds Statewide Meeting.
 - Community Foundation of NW CT, Women’s and Girls’ Fund, Invited Speaker.
 - New England Women’s Policy Conference.
 - 5 Community Conversations on Leadership and Gender Discrimination - Hartford, East Hartford, New Haven, Trumbull, Storrs.
 - Spoke at Noah Webster House on women’s legislative progress.
 - Spoke at UConn on gender and diversity.

Economic & Financial Security

- Produced and disseminated *The Status of Women in Connecticut’s Workforce*, commissioned from the Institute for Women’s Policy Research (IWPR). Of use by elected officials, women and girls’ funds, advocates, community groups, economic development groups.
- Served as information conduit for the Center for American Progress’ *The Economic Importance of Women’s Rising Hours of Work*, The White House’s *The Impact of Raising the Minimum Wage on Women*, IWPR’s *College Affordability for Low Income Adults: Improving Returns on Investment for*

Families and Society, Family Values at Work video “*Voices from the Front Lines*,” The Shriver Report: *A Women’s Nation Pushes Back from the Brink*, CLASP’s *Tackling Unstable and Unpredictable Work Schedules*.

- Hosted, facilitated and organized roundtables: 7 with the Office of the Lt. Governor, 3 with Congresswoman Rosa DeLauro, 3 with Senators Murphy and Blumenthal on issues of economic security, equal pay, workplace policies, family care, education and job training in Middletown, Torrington, New Haven, Derby, Stamford, Waterbury, North Haven, and Norwich.
- Published Letter-to-the-Editor to CT Post on “Paid Sick Leave.” and Hartford Courant “Use of ‘First’ Woman.”
- Hosted Ethel Walker’s Senior Day and Women Owned Business Day at the Capitol
- Participated in press conferences on pay equity, minimum wage, retirement savings plans, childcare workers’ wages, and Hobby Lobby reproductive rights issues.
- Successfully used social media to spotlight pay equity, Family Leave coalition, leadership quotes, small business week, and minimum wage.
- Actively participated in coalitions/mandated groups: Protect Families Protect Alimony Working Group, Coalition for a Working CT, Welfare Working Group, Family Economic Success Coalition, Families Economic Success Coalition, and Retirement Security Coalition.
- Participated in planning meeting for Regional Women’s Policy Conference and secured Congresswoman Rosa DeLauro to co-chair the event.
- Secured proclamations from Governor’s office for Small Business Week.
- Attended President Obama’s visit to CCSU re: minimum wage and Governor Malloy’s bill signing on minimum wage.
- Participated on Aurora Foundation Assessment Advisory Team, TFA Policies Working Group and IWPR Status of Women in the States Advisory team.
- Attended the Regional US Women’s Bureau White House pre-Summit in Boston.
- WBDC, Panelist, Women, Leadership and the Workplace
- Urban League of Southern CT, Women’s Empowerment Summit, Invited Speaker.
- Presentation on Pay Equity to Susan Campbell’s Communications undergrad class at CCSU.
- Wrote a blog post for Partnership for Strong Communities.
- Sat on Roundtable on Older Workers (convened by Commission on Aging).

Women’s Health & Safety

- Served as information conduit for MergerWatch and ACLU’s *Miscarriage of Medicine: The Growth of Catholic Hospitals and the threat to Reproductive Healthcare*,
- Featured speaker on MergerWatch and Community Catalyst’s Hospital Accountability Project Webinar.
- Translated the Directory of Women’s Organization (*Directorio de Organizaciones de Mujeres en Connecticut*) into Spanish.
- Participated in press conferences on FAMILY Act, Hobby Lobby reproductive rights issue, and Rep. Pam Sawyer’s Safe Havens Working Group.
- Actively participated in coalitions/mandated groups: Commission on Health Equity, , Commission on Child Support Guidelines, CT Coalition Against Human Trafficking, Sexual Assault Evidence Collection Commission, , Medicaid Strategy group, Welfare Working Group, Interagency and Partnership Advisory Panel on Lupus, Coalition for a Safe and Healthy CT, co-chair FML Coalition, CT Coalition for Choice, and Families Economic Success Coalition.
- Chaired the Commission on Health Equity’s communications committee.
- Member of Rep. Pam Sawyer’s working group on Safe Havens Law to prevent infant abandonment.

- Developed, monitor and maintain websites for Coalition for a Safe and Healthy CT and FML Coalition.
- Participated in planning meeting for Regional Women’s Policy Conference and secured Congresswoman Rosa DeLauro to co-chair the event.
- Salons at Stowe, Panelist, Reproductive Justice.
- Protect All Women Leadership Network with Gabby Giffords.
- Campus Assault Panel Discussion, 10/17, UCONN.
- UNESCO Conference on Human Trafficking, panel moderator, UCONN.
- Waterbury Hospital Certificate of Need Hearing.
- Follow-up meetings with Attorney General Jepsen, and Lt. Governor Nancy Wyman.
- Participated in 2-day “Mental Health First Aid Training” from OLM
- Attended CCADV “First 100” breakfast

Legislative Activities

LEGISLATIVE PROPOSALS AND RECOMMENDATIONS

The PCSW applies Results Based Accountability (RBA) principles to assess the status of Connecticut women. The PCSW has identified a quality-of-life result statement for each priority area with indicators and strategies to “turn the curve,” which are:

- All Connecticut women are economically self-sufficient;
- All Connecticut women have optimal health and wellness throughout the lifespan; and
- All Connecticut women are free from sex discrimination in all aspects of their lives.

Legislative Proposals to “Turn the Curve”

To improve economic and financial security, during the 2014 legislative session PCSW recommended that legislation be passed to:

Provide a baseline, portable tax qualified retirement plan that helps employees prepare for retirement by requiring an automatic employee contribution, with an option to opt out of the plan or gain eligibility for a tax credit for the contributions made. *This concept was proposed in S.B. 249. Although the original bill failed, a partial concept was passed in Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015 (See “Legislative Session Summary,” page 7 of this report).*

To improve women’s health and safety, during the 2014 legislative session PCSW recommended that legislation be passed to:

Implement the recommendations submitted by the Trafficking in Persons Council. *Two bills were passed that addressed the Council’s recommendations- Public Act 14-186, An Act Concerning the Department of Children and Families and the Protection of Children, and Special Act 14-17, An Act Concerning a Domestic Workers Bill of Rights (See “Legislative Session Summary,” pages 12 and 13 of this report).*

Legislative Recommendations

Eliminating Gender Discrimination: PCSW made recommendations to the Government Administration & Elections, Higher Education & Employment Advancement, and Insurance & Real Estate Committees.

Economic & Financial Security: PCSW made recommendations to the Aging, Appropriations, Commerce, and Labor & Public Employees Committees.

Women’s Health & Safety: PCSW made recommendations to the Aging, Children, Environment, Higher Education & Employment Advancement, Insurance & Real Estate, Judiciary, Labor & Public Employees, and Public Health Committees.

Legislative Meetings

PCSW meets with legislators on a regular basis to discuss priority issues and offer its expertise to legislators. Prior to the 2014 legislative session, PCSW attempted to meet with 18 legislators and was granted meetings with 16 of them during the beginning of session.

LEGISLATIVE SESSION SUMMARY

PCSW monitors and testifies on bills that will have an impact, either positive or negative, on the status of women.

Eliminating Gender Discrimination

S.B. 452, An Act Implementing the Initial Findings of the Disparity Study Concerning the Minority Business Set-Aside Program

FAILED, the Government Administration & Elections Committee held a public hearing on this bill but did not call it for a vote.

Would have implemented the first phase of the disparity study submitted by the Connecticut Academy of Science and Engineering (CASE) by changing the Small Business Enterprise program to separate out Minority Business Enterprises (MBE) and Women’s Business Enterprises (WBE).

Impact on Women: When compared nationally, Connecticut ranks 30th in the growth of women-owned businesses.ⁱ Between 1997 and 2012, Connecticut increased 40% in the number of women-owned firms.ⁱⁱ In 2011, Connecticut women-owned firms totaled 97,700, an increase of 4.5% from 2007, and generated \$15.4 billion in revenues.ⁱⁱⁱ Seventy-two percent (72.2%) of women-owned business in Connecticut have less than \$500,000 in receipts and 27.7% have less than \$100,000 in receipts.^{iv}

H.B. 5363, An Act Prohibiting Gender as a Rating Factor for Long-Term Care Insurance Policies

FAILED, the Insurance & Real Estate Committee held a public hearing on this bill but did not call it for a vote.

Would have prohibited the use of gender as a factor in underwriting or rating for an individual or group long-term care policy.

Impact on Women: Of the state’s female population, 16% (293,745) are 65 years of age or over.^v According to the National Women’s Law Center “by gender rating their long-term care insurance policies, these [insurance] companies are charging women 20 to 40 percent more than men for the same product.”^{vi}

Economic & Financial Security

Public Act 14-1, An Act Concerning Working Families’ Wages (S.B. 32)

PASSED, effective July 1, 2014

Raises the minimum hourly wage from \$8.70 to \$9.15 on January 1, 2015, \$9.60 on January 1, 2016, and \$10.10 on January 1, 2017.

Impact on Women: Increasing the minimum wage will assist all families in remaining self-sufficient since 33.5% of Connecticut women and 24.3% of Connecticut men, aged 16 or older earn minimum wage, which

amounts to \$18,096 a year or less.^{vii} A person living in Connecticut needs to make \$10.56/hour to meet their basic needs^{viii} and \$17.61/hour to meet their basic needs and have a modest amount of emergency savings.^{ix}

Public Act 14-128, An Act Creating Parity between Paid Sick Leave Benefits and Other Employer-Provided Benefits (H.B. 5269)

PASSED, effective January 1, 2015

Changes the paid sick leave benefits law by: setting October 1 as the date of determining if a business has 50 employees and therefore must provide paid sick leave; prohibits businesses from firing, dismissing, or transferring employees to avoid providing paid sick leave; and provides that an employee accrues one hour of paid sick leave for every 40 hours worked in a 365-year, rather than the previous calendar year requirement. Finally, it extends the benefit to radiologic technologists.

Public Act 14-172, An Act Concerning Improving Employment Opportunities through Education and Ensuring Safe School Climates (sS.B. 106)

PASSED, effective July 1, 2014

Requires the Departments of Social Services and Labor to permit a Temporary Family Assistance recipient to take educational courses to fulfill the requirements of an employability plan. Eligible courses can include two- or four-year college degree programs, high school graduate equivalency degrees, or basic education programs. This law does not require the state to pay the tuition for recipients.

S.B. 242, An Act Concerning Sick Leave for Teacher Assistants and Radiologic Technologists

CONCEPT PASSED, effective January 1, 2015. Although the original bill failed, the concept was passed in part in Public Act 14-128, An Act Creating Parity between Paid Sick Leave Benefits and Other Employer-Provided Benefits (see above).

The original bill would have extended paid sick leave eligibility to teacher's assistants and radiologic technologists. S.B. 242 did not pass, however the benefit was extended to radiologic technologists.

S.B. 249, An Act Promoting Retirement Savings

CONCEPT PASSED, effective July 1, 2014. Although the original bill failed, the concept was passed in part in Sections 180 to 185 of Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015.

The original bill would have created the Connecticut Security Trust Fund (the trust) to provide a public retirement plan for certain private sector employees. S.B. 249 did not pass, however the trust was created to conduct a market feasibility study and develop a comprehensive proposal for implementing a public retirement plan by April 1, 2016.

Impact on Women: Nationally, 25% of women have no retirement savings, compared to 18% of men.^x In Connecticut, retirement plan sponsorship has declined for women - 67% in 2000 to 61% in 2010.^{xi} Social Security is the only source of income for 40% of older women in Connecticut,^{xii} and represents 82% of retirement income for low-income workers, and 58% of retirement income for middle-income workers.^{xiii}

sS.B. 340, An Act Concerning a Two-Generational School Readiness Plan

CONCEPT PASSED, effective upon passage. Although the original bill failed, the concept was passed in Section 198 of Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015.

Requires the Commission on Children to establish a two-generational school readiness plan, within available appropriations, and report the plan to the Legislature by December 1, 2014. The plan must promote long-term learning and economic success for low-income families by providing high-quality preschool, intensified workforce training, targeted education, and related support services.

sH.B. 5050, An Act Improving College Completions

CONCEPT PASSED, effective July 1, 2014. Although the original bill failed, the concept was passed in Section 176 of Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015. Establishes the “Go Back to Get Ahead” program, administered by the Board of Regents for Higher Education, to encourage individuals who dropped out of a higher education degree program to return and earn a degree.

Impact on Women: Earnings increase significantly for both men and women as educational levels increase. According to the U.S. Bureau of Labor Statistics,^{xiv} in 2012 the median weekly earnings of New England women workers without a high school was \$386; those with a high school diploma was \$561; those with some college or an associate’s degree was \$659 and; those with a bachelor’s degree and higher was \$1,001. The wages for women were consistently lower than their male counterparts. Sixty-six percent of Connecticut jobs created by 2018 will require at least some post-secondary education.^{xv} To fulfill this future need, state and local policy must focus on developing good jobs, and promoting post-secondary education and job training.

H.B. 5493, An Act Requiring a State-Wide Plan to Provide Education, Training and Job Placement in Emerging Industries

CONCEPT PASSED, effective July 1, 2014. Although the original bill failed, the concept was passed in Section 197 of Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015. Requires the Connecticut Employment and Training Commission (CETC) to develop, in collaboration with regional workforce development boards, a statewide plan and funding proposal to implement, expand, or improve on contextualized learning programs, career certificate programs, middle college programs, and early college high school programs. CETC must report to the Legislature by January 1, 2015.

The following concepts were passed in Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015:

Financial Literacy Instruction (Section 199)

Effective July 1, 2014

Allows the Department of Education, Board of Regents for Higher Education and UCONN Board of trustees, in consultation with the Department of Banking, to develop a plan to provide students in public high schools and state higher education institutions financial literacy instruction, including the impact of using credit and debit cards.

Care 4 Kids Program Expansion (Section 224)

Effective July 1, 2014

Requires the Department of Social Services to give priority eligibility for child care subsidies through the Care 4 Kids program to any household with a child participating in the federal Early Head Start Child Care Partnership grant program. Priority eligibility already applies to teen parents and low-income working families.

Personal Care Attendant’s Union Dues (Section 227)

Effective upon passage

Prior to passage of this law, personal care attendants in non-waiver programs, such as the Connecticut Home Care Program for Elders, could not have union dues or fees deducted from their salary. With the

passage of this law, dues and fees can be deducted from any program covered by a collective bargaining agreement.

S.B. 177, An Act Concerning a Community Spouse’s Allowable Assets

FAILED, the Aging and Human Services Committees voted favorably on this bill. The Senate referred the bill to the Appropriations Committee where it was not called for a vote.

Would have required the Department of Social Services to amend the Medicaid state plan to require that if a spouse is in an institution, i.e. nursing home, the spouse that remains in the community is allowed to receive the maximum amount of assets allowed by federal law; rather than the current allotment of the federal minimum or half of the couple’s combined assets, up to the federal maximum.

Impact on Women: Existing law requires the community spouse (the spouse who is not in a nursing home) to spend-down assets, including retirement funds, in order for the institutionalized spouse to receive Medicaid Services. The current amount that the community spouse can retain is the greater of the federal minimum, which was \$23,448 in 2014; or half of the couple’s combined assets, up to the federal maximum, which was \$117,240 in 2014.^{xvi}

S.B. 233, An Act Concerning Repealing the Business Entity Tax

FAILED, several bills were proposed on this concept in the Finance, Revenue & Bonding Committee.

Would have repealed the business entity tax.

sH.B. 5001, An Act Providing Rental Cost Relief to Eligible Seniors and Persons with Disabilities

FAILED, the Aging and Appropriations Committees voted favorably on this bill. The House did not call it for a vote.

Would have reopened the rental rebate program to certain eligible seniors or persons with disabilities.

H.B. 5224, An Act Increasing Public Assistance to Grandparents and Other Relatives Raising Children

FAILED, the Aging Committee voted favorably on this bill. The House referred the bill to the Appropriations Committee where it was not called for a vote.

Would have required that the temporary family assistance payment standard for grandparents and caretaker relatives who are the legal guardian of a child be equal to 75% of the prevailing foster care rate for the equivalent number of children. It would have also eliminated regional variations in payments to such families.

Impact on Women: In Connecticut, 39,797 children live in grandparent-headed households (4.7% of all children in the state). Another 12,406 children live in households headed by other relatives (1.5% of all children in the state).^{xvii}

H.B. 5275, An Act Concerning the Learn Here, Live Here Program and Business Creation

FAILED, the Commerce Committee voted favorably on this bill. The House referred the bill to the Appropriations Committee where it was not called for a vote.

Would have activated and expanded the Learn Here, Live Here program, which is designed to offer graduating students the option of designating a portion of their income tax payments toward establishing a business or providing a down payment for their first home in Connecticut. Current law grants the Department of Economic and Community Development the discretion to determine whether the program will be implemented.

H.B. 5283, An Act Concerning Expansion of Family and Medical Leave

FAILED, the Labor & Public Employees Committee voted favorably on this bill. The House referred the bill to the Appropriations Committee where it was not called for a vote.

Would have expanded the family members for whom an employee can use family and medical leave to include an employee's sibling, grandparent, and grandchild.

Impact on Women: The Family Medical Leave Act (FMLA) allows an employee to take unpaid leave for childbirth, adoption, or a personal or family illness. While not a monetary benefit, it does provide job security. The majority of Connecticut workers take FMLA leave for their own personal medical leave (67%). Of the remaining workers who take FMLA leave, 24% take it for the birth or adoption of a child, and 9% take it for a family illness.^{xviii}

sH.B. 5524, An Act Concerning the Recommendations of the Law Revision Commission with Respect to the Alimony Statutes

FAILED, the Judiciary Committees voted favorably on this bill. The House did not call it for a vote.

Would have made several changes to the divorce, annulment, and legal separation laws by: requiring the court to consider tax consequences, and gross and net income when determining property division, alimony award, and alimony modifications; requiring the court, under certain circumstances, to incorporate the financial terms of a legal separation decree into a divorce decree; shifting the burden of proof that alimony should not be modified to the alimony recipient if the recipient cohabitates with another person; and allowing an alimony payor to petition for alimony modification upon retirement.

Women's Health & Safety

Public Act 14-11, An Act Concerning Sexual Assault, Stalking and Intimate Partner Violence on Campus (sH.B. 5029)

PASSED, effective July 1, 2014

Currently, public and independent higher education institutions must adopt and disclose policies on sexual assault and intimate partner violence, and offer primary prevention and awareness programming. This law expands protection and prevention efforts by: requiring compliance by for-profit higher education institutions licensed to operate in Connecticut; extending protection to employees and stalking situations; requiring institutions to provide victims written notice of rights and options immediately after a reported incident; and allowing anonymous reporting. Additionally, the law requires all higher education institutions, except Charter Oak State College, to: annually report policy, programming, and statistical information to the Legislature; include information about stalking and family violence in its annual uniform campus crime reports; establish a campus resources team to review and recommend policies and protocols for providing support and services to students and employees who report incidents; and enter a memorandum of understanding with a community-based sexual assault crisis services center and domestic violence agency to establish a partnership to ensure that victims have access to free and confidential counseling and advocacy services on or off campus.^{xix}

Impact on Women: Women and girls are the vast majority of victims of sexual assault in the United States. Nearly 1 in 5 women, or 22 million, have been raped in their lifetimes.^{xx} In Connecticut, 26% of women and 10% of men are sexual assault survivors.^{xxi} Almost all of the perpetrators are male (98%).^{xxii} College students are particularly vulnerable to sexual assault: 1 in 5 women have been sexually assaulted while in college.^{xxiii}

Public Act 14-12, An Act Concerning the Governor's Recommendations to Improve Access to Health Care (sS.B. 36)

PASSED, continuing education provisions effective immediately, APRN's collaboration and independent practice provisions effective July 1, 2014, and the remainder of the bill effective October 1, 2014.^{xxiv}

Allows advanced practice registered nurses (APRNs) to practice independently if they have been licensed and practicing in collaboration with a physician for at least three years. APRNs must fulfill certain continuing education requirements for annual license renewal. Manufacturers of covered drugs, devices, biologicals, and medical supplies must report to the Department of Consumer Protection information about payments or other transfers of value made to APRNs.

Public Act 14-97, An Act Concerning Copayments for Breast Ultrasound Screenings (sS.B. 10)

PASSED, effective January 1, 2015

Prohibits individual and group insurance policies from imposing a copayment of more than \$20 for a breast ultrasound screening, or more than \$30 per visit for in-network occupational therapy services performed by a state-licensed occupational therapist.

Impact on Women: Connecticut ranks second in rates of breast cancer, and 34th in the number of deaths from breast cancer nationwide.^{xxv} Breast cancer is diagnosed more often than any other cancer and is the second leading cause of cancer-related death in Connecticut women.^{xxvi} In 2011, 3,280 Connecticut women were diagnosed with breast cancer.^{xxvii} A lack of affordability of health insurance is associated with a more advanced stage diagnosis. Moreover, breast cancer patients with lower incomes have lower survival rates than higher-income patients at every stage of diagnosis.^{xxviii}

Public Act 14-168, An Act Concerning Notice of Acquisitions, Joint Ventures and Affiliations of Group Medical Practices (sS.B. 35)

PASSED, effective October 1, 2014

Requires medical group practices to notify the Attorney General if there is a material change in the business or corporate structure, e.g. any merger, consolidation, affiliation, stock acquisition, formation of partnership, or change in corporate structure involving a hospital or similar entity. Also requires hospitals and hospital systems with group practices of 30 or more physicians to report annually to the Attorney General.

Public Act 14-186, An Act Concerning the Department of Children and Families and the Protection of Children (sH.B. 5040)

PASSED, effective October 1, 2014

Sections 3 to 5 allow the Department of Children and Families to provide services to any minor child who is identified as a human trafficking victim, and training to law enforcement officials about the trafficking of minor children.

Impact on Women: Nationally in 2012, the Department of Justice identified 40,000 human trafficking victims; however it is estimated that 27 million people are trafficked at any given time. In that same year, the Department of Justice convicted 138 traffickers in cases involving forced sex and labor trafficking.^{xxix} According to the National Human Trafficking Resource Center, from 2012 to 2013, it received 35,550 human trafficking related calls nationally, of which 183 came from Connecticut. Of the Connecticut calls, 27 were identified as potential sex or labor trafficking.^{xxx}

Public Act 14-196, An Act Concerning a State-Wide Sexual Abuse and Assault Awareness Program (sS.B. 203)

PASSED, effective July 1, 2014

Requires the Department of Children and Families, with the Department of Education, and Connecticut Sexual Assault Crisis Services, Inc., to identify or develop a statewide sexual abuse and assault awareness and prevention program for regional and local school boards. School boards must implement the program by October 1, 2015.

Public Act 14-161, An Act Concerning the State-Administered General Assistance Program (H.B. 5442)

PASSED, effective July 1, 2014

Allows the Department of Social Services to change State Administered General Assistance (SAGA) assistance rates by eliminating the requirements that: the payment standards for families equal 73% of the former Aid to Families with Dependent Children program standard; and a family receive \$50 less than the assistance standards of the Temporary Family Assistance (TFA) Program. It also deems that a person under the age of 18 is ineligible for the program, limits the amount of benefits a person aged 18 to 21 can receive if they are living with a family receiving TFA, and establishes a \$500 asset cap for married couples, instead of \$250.

Public Act 14-233, An Act Concerning Revisions to Various Statutes Concerning the Criminal Justice System (sH.B. 5586)

PASSED, effective October 1, 2014

Eliminates the requirement that seized property related to sexual exploitation and human trafficking crimes be connected to monetary gain. Additionally, rather than depositing asset forfeiture funds in the General Fund, funds will be distributed to the law enforcement agency that investigated the crime and seized the funds (70%), the Criminal Injuries Compensation Fund (20%), and the Division of Criminal Justice (10%).

Public Act 14-234, An Act Concerning Domestic Violence and Sexual Assault (sH.B. 5593)

PASSED, effective October 1, 2014

Defines teen dating violence and requires the Commission on Children and the Connecticut Coalition Against Domestic Violence to establish, within available appropriations, a state-wide school climate resource network for the identification, prevention and education of teen dating violence. It also requires a minimum sentence of two years for sexual assault in spousal or cohabitating relationships. Finally it allows the Judicial Branch to consult with domestic violence advocates regarding the required trainings for judges, Court Support Services, guardians *ad litem* and clerks.

Special Act 14-17, An Act Concerning a Domestic Workers Bill of Rights (sH.B. 5527)

PASSED, effective October 1, 2014

Creates a domestic workers task force to study and make recommendations for legislative initiatives to provide outreach and education services to domestic workers and their employers by October 1, 2015. PCSW is a member of the taskforce.

Impact on Women: In Connecticut, there are approximately 40,000 domestic workers who serve as housekeepers, nannies, and caregivers in private homes.^{xxxii} In 2013, the International Institute of Connecticut served 54 human trafficking clients, and 11 of those were in domestic labor trafficking situations (10 female and 1 male).^{xxxiii} In 2012, the National Human Trafficking Resource Center identified 14 potential human trafficking matters in Connecticut, including two domestic worker cases.^{xxxiiii}

sS.B. 462, An Act Concerning Civil Restraining Orders and Protective Orders

CONCEPT PASSED, the provisions regarding the taskforce are effective upon passage, and the remaining provisions are effective January 1, 2015. Although the original bill failed, the concept was passed in Sections 120 to 129 of Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015

Broadens the court's authority in civil restraining order cases when the applicant and respondent are spouses or people who live together and have dependent children in common by allowing the court to order the respondent to maintain the safety and basic needs of the applicant and children. Such services could include maintenance of utilities and necessary services related to the family home, and health, automobile and homeowner's insurance. If such an order is granted, it cannot be modified until 120 days after issuance or a

superseding order is granted. This law also increases the penalties for violation of a protective or restraining order, and establishes a task force to study and make recommendations regarding the service of restraining orders to the Legislature by December 15, 2014.

The following concepts were passed in Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015:

Civil Protection Orders (Sections 186 to 190)

Effective January 1, 2015

Allows the Superior Court to issue civil protection orders to an applicant who is a victim of sexual abuse, sexual assault or stalking, who does not qualify as a family or household member.

Family Violence Victim Advocates (Section 191)

Effective January 1, 2015

Requires the chief court administrator to allow one or more family violence victim advocates to provide services to victims of domestic violence in the Superior Court's family division in one or more judicial districts in the state.

Expansion of Connecticut Home Care Program for Adults with Disabilities (CHCPD) (Section 73)

Effective July 1, 2014

Increases, from 50 to 100, the number of people who may receive services through CHCPD, which provides home-and community based services to certain people with disabilities as an alternative to nursing home care.

Medicaid Over-The-Counter Drug Coverage Expansion (Section 74)

Effective upon passage

Expands the list of over-the-counter drugs that the Department of Social Services may pay for to include aspirin for men age 45 to 79 and women age 55 to 79 to prevent cardiovascular disease, and folic acid for women who are pregnant or capable of pregnancy.

Medicaid State Plan Provider Expansion (Section 220)

Effective July 1, 2014

Requires the Department of Social Services to amend the Medicaid State plan by October 1, 2014 to include the following optional services for Medicaid recipients age 21 or older: psychologists, clinical social workers, alcohol and drug counselors, professional counselors, and marriage and family therapists.

S.B. 8, An Act Requiring Health Insurance Coverage for Lung Cancer Screening

FAILED, the Insurance & Real Estate Committee held a public hearing on this bill but did not call it for a vote.

Would have required health insurance coverage for lung cancer screening tests.

S.B. 191, An Act Concerning Health Insurance Coverage of Orally and Intravenously Administered Medications

FAILED, the Insurance & Real Estate, Planning & Development Committees and the Senate voted favorably on this bill. The House did not call it for a vote.

Would have required health insurance policies that cover intravenously administered medications for the treatment, palliation, or therapeutic intervention for preventing disabling or life-threatening chronic diseases to also cover orally administered medications for the same purposes.

S.B. 316, An Act Requiring the Labeling of Food Products That are Packaged in Materials that Contain Bisphenol-A

FAILED, the Environment Committee held a public hearing on this bill and then voted a change of reference to the Public Health Committee where it was not called for a vote.

Would have prohibited the distribution or sale of any food packaging containing bisphenol-A, unless notice was provided to the consumer.

Impact on Women: Women are disproportionately affected by bisphenol-A (BPA) exposure because it is an endocrine/hormone disruptor, which may interfere with the body's endocrine system and produce adverse developmental, reproductive, neurological, and immune system effects in humans.^{xxxiv} Additionally, BPA has been associated with increased risk for cardiovascular disease, miscarriages, breast cancer, reproductive dysfunction, metabolic dysfunction and diabetes.^{xxxv}

sS.B. 460, An Act Concerning Hospital Conversions and Other Matters Affecting Hospitals

FAILED, the Public Health and Judiciary Committees voted favorably on this bill. The Senate did not call it for a vote.

Would have barred applications for nonprofit hospitals to transfer ownership or control to for-profit entities, required nonprofits to seek approval for hospital transfers when all parties involved are nonprofits, and expanded the information necessary for submission of applications.

H.B. 5035, An Act Concerning Toxic Fire Retardants in Children's Products

FAILED, the Children Committee voted favorably on this bill. The House referred the bill to the Appropriations Committee where it was not called for a vote.

Would have banned the sale or manufacturing of children's products that contain certain chemicals used as fire retardants. Additionally, it would have allowed the Department of Consumer Protection to impose civil penalties for any violations.

H.B. 5245, An Act Requiring Health Insurance Coverage for Fertility Preservation for Cancer Patients

FAILED, the Insurance & Real Estate Committee voted favorably on this bill. The House referred the bill to the Appropriations Committee where it was not called for a vote.

Would have required health insurance coverage for embryo, oocyte and sperm cryopreservation procedures for an insured who has been diagnosed with cancer but has not started cancer treatment.

Impact on Women: In the United States there are approximately 800,000 reproductive-aged men and women who have cancer, many of whom have concerns about their fertility.^{xxxvi} The American Society for Reproductive Medicine conducted a survey and found that the average costs for fertility preservation was between \$6,608 to \$8,285 for embryo preservation and \$244 to \$381 for sperm preservation.^{xxxvii}

H.B. 5569, An Act Establishing a Child Nursery at the Connecticut Correctional Institution, Niantic

FAILED, the Judiciary Committee voted favorably on this bill. The House referred the bill to the Appropriations Committee where it was not called for a vote.

Would have required the Department of Correction to establish a nursery at the state's prison facility for women, within available appropriations. It would have allowed a mother to care for an infant who was born while the mother was awaiting trial or serving a sentence of up to 18 months.

BILL MONITORING AND TESTIMONY

PCSW monitored 86 bills below and testified on 29 bills before the following 11 committees: Aging, Appropriations, Children, Commerce, Environment, Government Administration & Elections, Higher Education & Employment Advancement, Insurance & Real Estate, Judiciary, Labor & Public Employees,

and Public Health. To read PCSW's testimony, go to www.ctpcsw.com and click on "Legislative Action" tab.

For further information on specific bills, go to www.cga.ct.gov and type in the bill number in the search box at the top of the page.

Eliminating Gender Discrimination

- sS.B. 47, AAC Second Parent Adoption
- S.B. 60, AAC Employee Gratuities
- S.B. 401, AAC Workforce Diversity Standards of Contractors Performing Work at Southern Connecticut State University *Testified before the Higher Education & Employment Advancement Committee*
- S.B. 452, AA Implementing the Initial Findings of the Disparity Study Concerning the Minority Business Set-Aside Program *Testified before the Government Administration & Elections Committee*
- H.B. 5279, AA Eliminating the Minimum Fair Wage Exception for Certain Citizens of Connecticut
- H.B. 5363, AA Prohibiting Gender as a Rating Factor for Long-Term Care Insurance Policies, *Testified before the Insurance & Real Estate Committee*
- H.B. 5367, AAC the Implementation of Enhanced Protections Against Discrimination

Economic & Financial Security

- Public Act 14-1, AAC Working Families' Wages (S.B. 32) *Testified before the Labor & Public Employees Committee*
- Public Act 14-128, AA Creating Parity Between Paid Sick Leave Benefits and Other Employer-Provided Benefits (H.B. 5269) *Testified before the Commerce Committee*
- Public Act 14-172, AAC Improving Employment Opportunities Through Education and Ensuring Safe School Climates (sS.B. 106)
- Special Act 14-17, AAC a Domestic Workers Bill of Rights (sH.B. 5527) *Testified before the Labor & Public Employees Committee*
- S.B. 12, AA Establishing a Tax Credit for Long-Term Care Insurance Premium Payments
- S.B. 177, AAC a Community Spouse's Allowable Assets *Testified before the Aging Committee*
- S.B. 242, AAC Sick Leave for Teacher Assistants and Radiologic Technologists
- S.B. 233, AAC Repealing the Business Entity Tax
- sS.B. 243, AAC Eligibility for Unemployment Benefits
- S.B. 249, AA Promoting Retirement Savings *Testified before the Labor & Public Employees Committee*
- sS.B. 340, AAC a Two-Generational School Readiness Plan *Testified before the Appropriations Committee*
- sS.B. 458, AA Implementing the Recommendations of the Task Force to Study Methods for Improving the Collection of Past Due Child Support
- S.B. 483, AAC Funding for the Incumbent Worker Training Program
- sH.B. 5001, AA Providing Rental Cost Relief to Eligible Seniors and Persons with Disabilities *Testified before the Aging Committee*
- H.B. 5003, AA Providing Cost-of-Living Increases for Private Providers and Eliminating the Earned Income Tax
- H.B. 5012, AAC the Repeal of the Business Entity Tax
- H.B. 5013, AA Repealing the Business Entity Tax
- H.B. 5021, AAC the Repeal of the Business Entity Tax
- H.B. 5047, AAC the Rental Rebate Program
- sH.B. 5050, AA Improving College Completions
- sH.B. 5069, AAC Low Wage Employees
- sH.B. 5071, AAC Civil Actions Against An Employer for Failure to Pay Wages or Compensation
- H.B. 5121, AA Repealing the Business Entity Tax

- H.B. 5128, AA Replacing Tuition and Fees at Public Institutions of Higher Education with Pay Forward, Pay Back Financing
- H.B. 5173, AA Repealing the Business Entity Tax
- H.B. 5176, AAC the Income Taxation of Social Security and the Elimination of the Earned Income Tax Credit
- H.B. 5178, AAC the Repeal of the Earned Income Tax Credit
- H.B. 5182, AA Establishing a Deduction from Income Tax for the Interest Paid on Student Loans
- H.B. 5183, AA Repealing the Earned Income Tax Credit
- H.B. 5185, AA Repealing the Business Entity Tax
- H.B. 5224, AA Increasing Public Assistance to Grandparents and Other Relatives Raising Children *Testified before the Aging Committee*
- H.B. 5275, AAC the Learn Here, Live Here Program and Business Creation *Testified before the Commerce Committee*
- H.B. 5283, AAC Expansion of Family and Medical Leave *Testified before the Labor & Public Employees Committee*
- H.B. 5396, AAC Retention of the Coparticipant Option Under the Teachers' Retirement System After Divorce
- H.B. 5493, AA Requiring a State-Wide Plan to Provide Education, Training and Job Placement in Emerging Industries
- sH.B. 5497, AA Implementing an I-Best Program on a Regional Basis
- sH.B. 5524, AAC the Recommendations of the Law Revision Commission with Respect to the Alimony Statutes
- sH.B. 5582, AAC the Recommendations of the Impediments to Fair Housing Choice Task Force

Women's Health & Safety

- Public Act 14-11, AAC Sexual Assault, Stalking and Intimate Partner Violence on Campus (sH.B. 5029) *Testified before the Higher Education & Employment Advancement Committee*
- Public Act 14-12, AAC the Governor's Recommendations to Improve Access to Health Care (sS.B. 36)
- Public Act 14-97, AAC Copayments for Breast Ultrasound Screenings (sS.B. 10) *Testified before the Insurance & Real Estate Committee*
- Public Act 14-159, AAC Employers and Home Care Workers (sH.B. 5453)
- Public Act 14-161, AAC the State-Administered General Assistance Program (H.B. 5442)
- Public Act 14-168, AAC Notice of Acquisitions, Joint Ventures and Affiliations of Group Medical Practices (sS.B. 35)
- Public Act 14-180, AAC Notice of a Patient's Observation Status and Notice Concerning the Qualifications of Those who Provide Health Care and Counseling Services (sH.B. 5535)
- Public Act 14-186, AAC the Department of Children and Families and the Protection of Children (sH.B. 5040)
- Public Act 14-196, AAC a State-Wide Sexual Abuse and Assault Awareness Program (sS.B. 203)
- Public Act 14-233, AAC Revisions to Various Statutes Concerning the Criminal Justice System (sH.B. 5586)
- Public Act 14-234, AAC Domestic Violence and Sexual Assault (sH.B. 5593) *Testified before the Judiciary Committee*
- S.B. 8, AA Requiring Health Insurance Coverage for Lung Cancer Screening *Testified before the Insurance & Real Estate Committee*
- S.B. 84, AAC Cadmium in Children's Jewelry
- sS.B. 126, AAC Children's Exposure to Chemicals *Testified before the Public Health Committee*
- S.B. 163, AA Expanding Income Eligibility for the Connecticut Home-Care Program for the Elderly

- S.B. 169, AA Appropriating Moneys to the Department of Public Health for Breast Cancer Research and Education
- sS.B. 174, AAC Fairness in Medicaid Eligibility Determinations for Home-Care Clients
- S.B. 190, AA Requiring Health Insurance Coverage for Tomosynthesis for Breast Cancer Screenings
- S.B. 191, AA Concerning Health Insurance Coverage of Orally and Intravenously Administered Medications *Testified before the Insurance & Real Estate Committee*
- S.B. 316, AA Requiring the Labeling of Food Products That are Packaged in Materials that Contain Bisphenol-A *Testified before the Environment Committee*
- sS.B. 381, AAC the Task Force on Victim Privacy and the Public's Right to Know
- sS.B. 388, AA Implementing the Recommendations of the Task Force on Victim Privacy and the Public's Right to Know
- sS.B. 460, AAC Hospital Conversions and Other Matters Affecting Hospitals *Testified before the Public Health Committee*
- sS.B. 462, AAC Civil Restraining Orders and Protective Orders *Testified before the Judiciary Committee*
- H.B. 5035, AAC Toxic Fire Retardants in Children's Products *Testified before the Children Committee*
- H.B. 5036, AAC Children's Products and Chemicals of High Concern *Testified before the Children Committee*
- H.B. 5225, AA Increasing Eligibility for the Connecticut Home-Care Program for the Elderly *Testified before the Aging Committee*
- H.B. 5245, AA Requiring Health Insurance Coverage for Fertility Preservation for Cancer Patients *Testified before the Insurance & Real Estate Committee*
- H.B. 5354, AAC Chemicals of High Concern to Children *Testified before the Children Committee*
- sH.B. 5529, AAC the Definitions of Medically Necessary
- H.B. 5534, AAC the Provision of Services to Individuals with Intellectual Disabilities
- H.B. 5569, AA Establishing a Child Nursery at the Connecticut Correctional Institution, Niantic *Testified before the Judiciary Committee*
- H.B. 5571, AAC Certificate of Need Requirements, Hospital Conversions and Medical Foundations *Testified before the Public Health Committee*

Other Matters

- Public Act 14-3, AAC Guardians Ad Litem and Attorneys for Minor Children in Family Relations Matters (sS.B. 494)
- Public Act 14-41, AA Establishing the Connecticut Smart Start Program (sS.B. 25)
- Public Act 14-47, AA Making Adjustments to State Expenditures and Revenues for the Fiscal Year Ending June 30, 2015 (H.B. 5596)
- Public Act 14-217, AA Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015 (H.B. 5597)
- sS.B. 21, AA Implementing the Budget Recommendations of the Governor Concerning General Government
- sH.B. 5030, AA Making Adjustments to State Expenditures for the Fiscal Year Ending June, 30, 2015
- H.B. 5034, AA Making Deficiency Appropriations for the Fiscal Year Ending June 30, 2014
- sH.B. 5052, AA Implementing the Governor's Budget Recommendations for Human Service Programs

ⁱ The State of Women-Owned Business Report, March 2012 <<http://openforum.com/womenbusinessreport>>.

ⁱⁱ Ibid.

ⁱⁱⁱ Hartford Business. *Women-Owned Businesses Growing in Connecticut*, 2011 <http://www.hartfordbusiness.com/news17960.html>>

^{iv} National Women's Business Council: Explaining State Level Differences in Women Owned Business Performance, 2006 <<http://www.nwbc.gov/ResearchPublications/documents/StateWOBPerformance.pdf>>

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- ^v U.S. Census Bureau (2010). American Fact Finder, 2010 Profiles of General Population and Housing Characteristics.
- ^{vi} National Women’s Law Center (January 16, 2014). NWLC Files Groundbreaking Complaints against Four Companies for Sex Discrimination in Long-Term Care Insurance. Retrieved from <<http://www.nwlc.org/press-release/nwlc-files-groundbreaking-complaints-against-four-companies-sex-discrimination-long-te>>.
- ^{vii} Calculated by PCSW using the U.S. Census Bureau’s American Fact Finder: Sex by Earning in the Past 12 Months (in 2010 inflation adjusted dollars) for the Population 16 Years and Over with Earnings in the Past 12 Months. Data Source: *2010 American Community Survey 1-Year Estimates*. Full-time is defined as 40 hours a week for 52 weeks.
- ^{viii} Diana Pearce. The Real Cost of Living in 2005: The Self-Sufficiency Standard for Connecticut, Office of Workforce Competitiveness, State of Connecticut, 2005. Values inflated to 2008 using Department of Labor Consumer Price Index (CPI).
- ^{ix} Wider Opportunities for Women. *The Basic Economic Security Tables™ Index (BEST) for Connecticut, 2012*. Prepared for the Permanent Commission on the Status of Women.
- ^x Employee Benefit Research Institute: 2008 Retirement Confidence Survey.
- ^{xi} Schwartz Center for Economic Policy Analysis. *Are Connecticut Workers Ready for Retirement?* April, 2013.
- ^{xii} The Gerontology Institute, University of Massachusetts Boston, and Wider Opportunities for Women. *The Elder Security Initiative Program: The Elder Economic Security Standard Index for Connecticut, 2009*. Prepared for the Permanent Commission on the Status of Women and the Connecticut Commission on Aging.
- ^{xiii} Schwartz Center for Economic Policy Analysis, endnote xi.
- ^{xiv} U.S. Bureau of Labor Statistics (January 2014). Highlights of Women’s Earnings: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.
- ^{xv} Wider Opportunities for Women, endnote ix.
- ^{xvi} S.B. 177, An Act Concerning a Community Spouse Allowable Assets, File # 123, OLR Bill Analysis.
- ^{xvii} AARP Foundation. *Connecticut GrandFacts*, October 2007.
- ^{xviii} Connecticut Department of Labor. *Annual Family Medical Leave Experience Reports, 1999-2009*.
- ^{xix} Charter Oak State College was excluded in Sections 163 and 164 of *Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015*.
- ^{xx} The White House Council on Women and Girls (January 2014). Rape and Sexual Assault: A Renewed Call to Action.
- ^{xxi} Connecticut Sexual Assault Crisis Services (2014). Sexual Assault in Connecticut Fact Sheet.
- ^{xxii} The White House Council on Women and Girls, endnote xx.
- ^{xxiii} The White House Council on Women and Girls, endnote xx.
- ^{xxiv} Provisions regarding manufacturer’s reporting was modified in Section 75 of *Public Act 14-217, An Act Implementing Provisions of the State Budget for the Fiscal Year Ending June 30, 2015*
- ^{xxv} Komen for the Cure Connecticut. *Connecticut Has the Second Highest Incidence of Breast Cancer in the U.S., 2011*
- ^{xxvi} CT Department of Public Health. *Breast Cancer in Connecticut*.
- ^{xxvii} American Cancer Society. *Cancer Facts & Figures, 2011*
- ^{xxviii} American Cancer Society. *Breast Cancer Facts and Figures, 2010*, <http://www.cancer.org/acs/groups/content/@nho/documents/document/f861009final90809pdf.pdf>
- ^{xxix} U.S. Department of State, *Trafficking in Persons Report* (June 2013).
- ^{xxx} National Human Trafficking Resource Center (2012 & 2013), Data Breakdown: Connecticut State Report
- ^{xxxi} Brazilian Immigrant Center for All (March 2014). Available at <domesticworkers.org>.
- ^{xxxii} International Institute of Connecticut (March 4, 2014).
- ^{xxxiii} National Human Trafficking Resource Center (2012), Data Breakdown: Connecticut State Report.
- ^{xxxiv} National Institute of Environmental Health Sciences, Endocrine Disruptors <<http://www.niehs.nih.gov/health/topics/agents/endocrine/>>.
- ^{xxxv} Breast Cancer Fund, BPA <<http://www.breastcancerfund.org/clear-science/chemicals-glossary/bisphenol-a.html>>
- ^{xxxvi} American Society for Reproductive Medicine. *Patient’s Fact Sheet: Cancer and Fertility Preservation*, January 2004, <www.arasm.org>.
- ^{xxxvii} American Society for Reproductive Medicine. *Fertility Preservation for Cancer Patients: Demographic Disparities in Counseling and Financial Concerns Are Barriers to Utilization*, October 23, 2001, <http://www.sart.org/Fertility_Preservation_for_Cancer_Patients_Demographic_Disparities_in_Counseling_and_Financial_Concerns_Are_Barriers_to_Utilization>.