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### Policy Snapshot: Current State Efforts, Action, and Progress on Key Issues,

Center for Women in Politics and Public Policy, University of Massachusetts Boston

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# Policy Snapshot

Current State Efforts, Action, and Progress on Key Issues

## New England Women's Policy Conference 2016

Ensuring Economic Equality for All Women and Their Families

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CENTER FOR WOMEN IN POLITICS AND PUBLIC POLICY  
McCORMACK GRADUATE SCHOOL OF POLICY AND GLOBAL STUDIES



State	Minimum Wage	Pay Equity	Paid Sick Days	Paid Family and Medical Leave
<p><b>Connecticut</b></p>	<p><b>Current Level</b> \$9.60/hour</p> <p>In restaurants and hotel restaurants, for the 7th consecutive day of work, premium pay is required at time and one half the minimum rate; rate automatically increases to 0.5 percent above the rate set in the Fair Labor Standards Act if federal minimum wage rate equals or becomes higher than the state minimum</p> <p><b>Future Increase</b> Set to increase to \$10.10 Jan. 1, 2017, or one-half of one per cent rounded to the nearest whole cent more than the highest federal minimum wage, whichever is greater</p>	<p><b>Existing Law</b> No employer shall discriminate in the amount of compensation paid to any employee on the basis of sex; any difference in pay based on sex shall be deemed a discrimination</p> <p>Provides employer liability for damages</p> <p>No retaliation/discrimination for discussing wages (‘pay transparency’ provision passed in 2015)</p>	<p><b>Existing Law</b> Passed 2011; Effective 2012</p> <p><i>First statewide law guaranteeing paid sick days</i></p> <p>Enumerated employees in businesses with 50+ employees accrue one hour of paid sick time for every 40 hours worked; can accrue/use up to 40 hours</p> <p>Covers sick time for employee or family members’ care and for absences associated with domestic violence or sexual assault</p>	<p><b>Federal Family and Medical Leave Act (FMLA) Expansion Provisions</b></p> <ol style="list-style-type: none"> <li>1. State law expands definition of family (beyond child, spouse, and parent in FMLA) to include civil union partner and parent-in-law</li> <li>2. State law includes use of leave for organ or bone marrow donor</li> </ol> <p><b>Legislation</b> Bill released from committee in 2015; did not receive vote before session end (2016)</p> <p><b>Research</b> Report released January 2016 - <i>Implementing Paid Family and Medical Leave Insurance: Connecticut</i> [Authors: S. J. Glynn, G. Goldin, J. Hayes]</p> <p><b>Coalition</b> The Connecticut Campaign for Paid Family Leave</p>
<p><b>Maine</b></p>	<p><b>Current Level</b> \$7.50/hour</p> <p><b>Future Increase</b> On November 8, 2016, voters approved a ballot question to raise the minimum wage from \$7.50 to \$12.00 by 2020; thereafter adjusting it with fluctuations in consumer price index; gradually eliminates “tip credit” for tipped employees</p>	<p><b>Existing Law</b> An employer may not discriminate between employees in same establishment on basis of sex by paying wages to any employee in any occupation in state at a rate less than rate at which employer pays any employee of opposite sex for comparable work on jobs that have comparable requirements relating to skill, effort, and responsibility</p> <p>No retaliation/discrimination for discussing wages, or for involvement in legal proceedings</p>	<p><b>Federal Family and Medical Leave Act (FMLA) Expansion Provisions</b></p> <ol style="list-style-type: none"> <li>1. State law expands FMLA to cover more workers: 15 or more (private employers) 25 or more (city or town employers)</li> <li>2. State law expands definition of family: Domestic partner and domestic partner’s child; siblings</li> <li>3. State law includes use of leave for: Organ donor; death of employee’s family member if that family member is a service member killed while on active duty</li> </ol> <p><b>Legislation</b> Paid caregiver leave bill to be introduced next session</p> <p><b>Coalition</b> Maine Working Families Coalition</p>	<p><b>Federal Family and Medical Leave Act (FMLA) Expansion Provisions</b></p> <ol style="list-style-type: none"> <li>1. State law expands FMLA to cover more workers: 15 or more (private employers) 25 or more (city or town employers)</li> <li>2. State law expands definition of family: Domestic partner and domestic partner’s child; siblings</li> <li>3. State law includes use of leave for: Organ donor; death of employee’s family member if that family member is a service member killed while on active duty</li> </ol> <p><b>Legislation</b> Paid caregiver leave bill to be introduced next session</p> <p><b>Coalition</b> Maine Working Families Coalition</p>

State	Minimum Wage	Pay Equity	Paid Sick Days	Paid Family and Medical Leave			
<p><b>Current Level</b> \$10.00/hour, as of Jan. 1, 2016</p> <p><b>Future Increase</b> Rate automatically increases to 10 cents above federal rate if the federal rate equals/ becomes higher than the state rate Set to increase to \$11.00 Jan. 1, 2017</p>	<p><b>Existing Law</b> No employer shall discriminate in any way on basis of gender in payment of wages, or pay any person salary or wage rate less than rates paid to its employees of a different gender for comparable work Provides for employer liability for damages Equal pay law with strong protections passed 2016; Effective 2018 <i>First state in nation to prohibit employers from requiring job applicants to disclose their salary history</i>; includes safe harbor provision for employers performing self-evaluations of pay practices; includes strong pay transparency provision; clarifies that job title/description alone does not determine whether work can be considered comparable</p>	<p><b>Existing Law</b> Passed 2014; Effective 2015 Employees in businesses with 11+ employees accrue one hour of paid sick time for every 30 hours worked; can accrue/use up to 40 hours; All others receive equivalent unpaid time Covers sick time for employee/family members' care and absences associated with employee's or dependent child's domestic violence</p>	<p><b>Legislation</b> Bill passed State Senate (2016) Bill to be introduced for 2017-8 session</p> <p><b>Research</b> DOL-funded research completed; Report released May 2016 - <i>It's About Time: Costs and Coverage of Paid Family and Medical Leave in Massachusetts</i> [Authors: R. Albelda and A. Clayton-Matthews]</p> <p><b>Coalition</b> Massachusetts Paid Leave Coalition</p>	<p><b>Current Level</b> \$9.60/hour as of Jan. 1, 2016 Time and one-half premium pay for work on Sundays and holidays in retail and certain other businesses required under two laws that are separate from minimum wage law No scheduled increase</p>	<p><b>Existing Law</b> No employer shall discriminate in payment of wages as between the sexes or shall pay any female a salary or wage rate less than the rates paid to male employees for equal work or work on same operations Provides cause of action to sue for damages</p> <p><b>Legislation</b> Bill to close loopholes, improve enforcement, increase remedies and transparency introduced in: 2015; passed Senate, died in House 2016; held in committee</p>	<p><b>Legislation</b> Bill introduced and held in committee (2016) Bill to be introduced in 2017</p>	<p><b>Paid Leave Law</b> Four weeks of job-protected paid family leave [Temporary Caregiver Insurance] through Temporary Disability Insurance (TDI). <i>First state in nation to guarantee job-protected leave</i>. TDI also covers leave associated with childbirth (Passed 2013; Effective 2014) 2015 bill introduced to expand benefits, improve wage replacement, make formula more progressive, broaden definition of family, and cover all workers Bill held in committee; will be reintroduced in 2017</p> <p><b>Federal Family and Medical Leave Act (FMLA) Expansion Provisions</b> 1. State law expands FMLA to cover more workers: 50 or more (private employers) 30 or more (public employers) 2. State law expands definition of family to include domestic partners of state employees and parent-in-law 3. State law allows for 13 weeks of job-protected leave</p> <p><b>Research</b> DOL-funded research report issued November 2015 - <i>Launching the Rhode Island Temporary Caregiver Insurance Program (TCI): Employee Experiences One Year Later</i> [Authors: B. Silver, H. Mederer, and E. Djurdjevic]</p> <p><b>Coalition</b> WECareRI (Workers and Employers Care for Rhode Island)</p>
<p><b>Current Level</b> \$9.60/hour as of Jan. 1, 2016 Time and one-half premium pay for work on Sundays and holidays in retail and certain other businesses required under two laws that are separate from minimum wage law No scheduled increase</p>	<p><b>Existing Law</b> No employer shall discriminate in payment of wages as between the sexes or shall pay any female a salary or wage rate less than the rates paid to male employees for equal work or work on same operations Provides cause of action to sue for damages</p> <p><b>Legislation</b> Bill to close loopholes, improve enforcement, increase remedies and transparency introduced in: 2015; passed Senate, died in House 2016; held in committee</p>	<p><b>Existing Law</b> Passed 2014; Effective 2015 Employees in businesses with 11+ employees accrue one hour of paid sick time for every 30 hours worked; can accrue/use up to 40 hours; All others receive equivalent unpaid time Covers sick time for employee/family members' care and absences associated with employee's or dependent child's domestic violence</p>	<p><b>Legislation</b> Bill passed State Senate (2016) Bill to be introduced for 2017-8 session</p> <p><b>Research</b> DOL-funded research completed; Report released May 2016 - <i>It's About Time: Costs and Coverage of Paid Family and Medical Leave in Massachusetts</i> [Authors: R. Albelda and A. Clayton-Matthews]</p> <p><b>Coalition</b> Massachusetts Paid Leave Coalition</p>	<p><b>Paid Leave Law</b> Four weeks of job-protected paid family leave [Temporary Caregiver Insurance] through Temporary Disability Insurance (TDI). <i>First state in nation to guarantee job-protected leave</i>. TDI also covers leave associated with childbirth (Passed 2013; Effective 2014) 2015 bill introduced to expand benefits, improve wage replacement, make formula more progressive, broaden definition of family, and cover all workers Bill held in committee; will be reintroduced in 2017</p> <p><b>Federal Family and Medical Leave Act (FMLA) Expansion Provisions</b> 1. State law expands FMLA to cover more workers: 50 or more (private employers) 30 or more (public employers) 2. State law expands definition of family to include domestic partners of state employees and parent-in-law 3. State law allows for 13 weeks of job-protected leave</p> <p><b>Research</b> DOL-funded research report issued November 2015 - <i>Launching the Rhode Island Temporary Caregiver Insurance Program (TCI): Employee Experiences One Year Later</i> [Authors: B. Silver, H. Mederer, and E. Djurdjevic]</p> <p><b>Coalition</b> WECareRI (Workers and Employers Care for Rhode Island)</p>			

# Massachusetts

# Rhode Island

State	Minimum Wage	Pay Equity	Paid Sick Days	Paid Family and Medical Leave
<b>Vermont</b>	<p><b>Current Level</b> \$9.60/hour as of Jan. 1, 2016 Applicable to employers of two or more employees</p> <p><b>Future Increase</b> Set to increase to \$10.00 Jan. 1, 2017 and to \$10.50 Jan. 1, 2018; Subsequently CPI-indexed Raise the Wage Coalition working on raising minimum wage</p>	<p><b>Existing Law</b> Within general employment discrimination act, prohibits wage discrimination based on sex Provides cause of action to sue for damages Includes right to disclose wages without fear of retaliation Enables workers to discover if they are being paid equitably, prohibits wage nondisclosure agreements, and protects employees from discharge, discipline or discrimination when disclosing wages (2013 provisions) Provides protections for employees who request flexible work arrangements; protections for mothers who must express breast milk at work (2013 provisions)</p>	<p><b>Existing Law</b> Passed 2016; Effective 2017 for large businesses and 2018 for small businesses Employees accrue one hour of paid sick time for every 52 hours worked; can accrue/use up to 24 hours in 2017 and 2018, and 40 hours in 2019 and beyond Workers in small businesses begin to accrue/use time in 2018 Covers sick time for employee or family members' care (including long-term care appointments: parent, grandparent, spouse, parent-in-law), absences associated with employee's or family member's domestic violence, sexual assault or stalking, and closures for public health or safety reasons</p>	<p><b>Federal Family and Medical Leave Act (FMLA) Expansion Provisions</b> 1. State law expands FMLA to cover more workers: 10 or more (parental leave) 15 or more (family and medical leave) 2. State law expands definition of family to include civil union partner and parent-in-law</p> <p><b>Research</b> DOL-funded research currently ongoing; report expected 2017</p> <p><b>Legislation</b> Bill under development for 2017 introduction</p> <p><b>Coalition</b> VT FaMLI Coalition</p>
<b>New Hampshire</b>	<p><b>Current Level</b> \$7.25/hour, as of July 24, 2009, set to match federal minimum wage Bill to reinstate state minimum wage defeated last session; legislation regarding minimum wage expected to be filed for next session</p>	<p><b>Existing Law</b> No employer or person seeking employees shall discriminate between employees on basis of sex by paying employees of one sex at rate less than rate paid to employees of other sex for equal work Provides employer liability for damages; includes pay transparency provision Prevents employers from retaliating against employee who files complaint</p>	<p><b>Legislation</b> 2015 bill filed to provide 40 hours of paid sick leave per year; applies to businesses with 15+ employees Supported by House but not by Senate</p>	<p><b>Research</b> DOL-funded research report issued September 2016 - <i>Paid Family and Medical Leave in New Hampshire: Who Has It? Who Takes It?</i> [Authors: K. Smith and N. Adams]</p> <p><b>Legislation</b> Bills to be considered for 2017: House bill and Senate companion legislation to be filed</p> <p><b>Coalition</b> Campaign for a Family Friendly Economy in partnership with the New Hampshire Women's Foundation</p>

**Policy Snapshot Sources:**

Personal communication: Gayle Goldin, October 13, 2016; Senator Martha Fuller Clark, October 31, 2016; Cary Brown, October 27, 2016; Jill Ashton, November 3, 2016; Amy Gallant, November 3, 2016; Michelle Noehren, November 10, 2016; Carolyn Treiss, November 10, 2016.

Websites: [www.nationalpartnership.org/research-library/work-family/fmla/state-family-leave-laws.pdf](http://www.nationalpartnership.org/research-library/work-family/fmla/state-family-leave-laws.pdf); [www.dol.gov/whd/minwage/america.htm](http://www.dol.gov/whd/minwage/america.htm); [www.ncsl.org/research/labor-and-employment/equal-pay-laws.aspx](http://www.ncsl.org/research/labor-and-employment/equal-pay-laws.aspx); [www1.maine.gov/labor/posters/minimumwage.pdf](http://www1.maine.gov/labor/posters/minimumwage.pdf); [www.ctdol.state.ct.us/wgwkstnd/laws-regs/legislation.htm](http://www.ctdol.state.ct.us/wgwkstnd/laws-regs/legislation.htm); [www.dlt.ri.gov/webdev/ls/minwage.htm](http://www.dlt.ri.gov/webdev/ls/minwage.htm); [www.nh.gov/labor/inspection/wage-hour/minimum-wage.htm](http://www.nh.gov/labor/inspection/wage-hour/minimum-wage.htm); [www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-statutes.pdf](http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-statutes.pdf); [www.ctdol.state.ct.us/wgwkstnd/laws-regs/legislation.htm](http://www.ctdol.state.ct.us/wgwkstnd/laws-regs/legislation.htm); [www1.maine.gov/labor/posters/minimumwage.pdf](http://www1.maine.gov/labor/posters/minimumwage.pdf); [www.nh.gov/labor/inspection/wage-hour/minimum-wage.htm](http://www.nh.gov/labor/inspection/wage-hour/minimum-wage.htm); [www.dlt.ri.gov/webdev/ls/minwage.htm](http://www.dlt.ri.gov/webdev/ls/minwage.htm)