



**Governor Ned Lamont
State of Connecticut**



FACT SHEET
2019 Legislative Session

**HOUSE BILL 7191
*AN ACT INCREASING THE MINIMUM WAGE***

Summary of Proposal:

This proposal raises Connecticut's minimum wage to \$15 over four years and then indexes it to the Employment Cost Index (ECI). It also makes changes to the wage for learners, beginners, and those under 18 years old and the duration for which that wage can be effective.

Reason for Proposal:

Raising the minimum wage will lift families out of poverty, reduce the burden on state services, and help grow the economy. It will also help address persistent pay disparities between different races and genders. Indexing the minimum wage after it reaches \$15 is a sustainable solution that protects vulnerable workers from significant future decreases in their real wages.

Section Details:

Sec. 1 increases the minimum wage, effective each January 1st, to \$11.25 in 2020, \$12.50 in 2021, \$13.75 in 2022, and \$15.00 in 2023. After 2023, it indexes the minimum wage to ECI. That measure, which is published by the U.S. Department of Labor and used to index the salaries of federal employees, incorporates inflation and economic growth so workers not only preserve their purchasing power over time, but also share in the benefits of progress. It is less volatile than many competing measures.

Additionally, this section encourages employers to continue to recruit and train new talent by changing the minimum wage for learners, beginners, and those under 18 years old from 85% to 75% of the usual minimum wage. It also extends the period that reduced minimum wage is effective from 200 hours to ninety calendar days.

Sec. 2 establishes safeguards to prevent employers from displacing regular employees with employees eligible for a reduced minimum wage. Those safeguards include the Department of Labor suspending the employer's right to pay those reduced wages.

Contacts:

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