

Connecticut General Assembly _____



PCSW

Permanent Commission on the Status of Women

The State's leading force for women's equality

Legislative Report 2012 Session

(June, 2012)

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The Permanent Commission on the Status of Women (PCSW) was formed in 1973 under Sec. 46a of the Connecticut General Statutes to study and improve Connecticut women's economic security, health and safety; to promote consideration of qualified women to leadership positions; and to work toward the elimination of gender discrimination. As a non-partisan arm of the General Assembly the agency monitors, critiques and recommends changes to legislation to inform public policy, and assesses programs and practices in State agencies for their effect on the state's women. The PCSW serves as a liaison between government and its diverse constituents, and convenes stakeholders, including the business, non-profit and educational communities, local governments, and the media, in order to promote awareness of women's issues.

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. The following is a summary of the 2012 legislative session.

LEGISLATIVE PRIORITIES

Eliminating Gender Discrimination

Gender Discrimination– Support measures to eliminate discrimination based on gender in the creation, interpretation, and implementation of law and policy.

Tax Regulation – Monitor tax proposals and work to ensure that no such proposal will disproportionately and adversely impact women.

Economic & Financial Security

Basic Needs – Support efforts to ensure access to subsidized housing, healthcare, childcare, unemployment compensation, and financial assistance programs.

Family-Friendly Policies – Support workplace and other policies and programs that help women and their families attain/sustain economic self-sufficiency.

Education and Training - Support proposals to increase adult-education and occupational-skills training programs for low-skill, low-wage, and incumbent workers.

Asset-Building – Support efforts to encourage women’s financial literacy and expand their access to asset-building strategies.

Small Business – Support small businesses and microenterprises through efforts to define their unique needs and provide capacity-building resources to encourage growth.

Housing – Support a coordinated approach to preventing homelessness and provide services for women who are homeless. Support programs and policies that will increase the number of affordable housing units and homeownership opportunities available to women.

Women’s Health & Safety

Violence Against Women – Support measures to increase funding for services and shelter staff in domestic violence programs.

Reproductive Health –Support efforts to ensure women’s right to access and receive comprehensive reproductive health education and services.

Universal Health Care – Support efforts to increase healthcare access for all state residents.

Gender, Racial and Ethnic Disparities in Health Care – Support efforts to address the need for healthcare services and effective data collection on gender, racial, and ethnic health issues in the state in order to develop appropriate interventions.

Cancer Detection and Treatment – Support efforts to increase funding for and expand access to early breast, cervical, ovarian, and lung cancer detection services and treatment.

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 2012 legislative session PCSW recommended that legislation be passed to:

1. Authorize the Department of Labor, in conjunction with the PCSW, to conduct a study of the feasibility of establishing an employee-sponsored paid family leave benefit.
2. Establish Community Workforce Agreements to ensure that a percentage of the newly developed technology jobs, e.g. green jobs, are reserved for women-owned contracting companies.

To improve women’s health and safety, during the 2012 legislative session PCSW recommended that legislation be passed to:

1. Maintain women’s health services under the implementation of healthcare reform.
2. Develop a state model to eliminate certain chemicals in products and identify safer alternatives.
3. Provide funding for a biennial report on the health status of women in Connecticut.

Although none of these recommendations were implemented during the 2012 legislative session, legislators expressed interest in addressing these matters in the future.

An on-going concern for women is sexual assault on college campuses. PCSW recommended that each institution of higher education adopt and disclose a policy on sexual assault and intimate partner violence, and the law was passed in **PA 12-78 AAC Sexual Violence on College Campuses (HB 5031)**.

Committees Given Legislative Recommendations

Eliminating Gender Discrimination: PCSW made recommendations to the Appropriations and Labor & Public Employees Committees.

Economic & Financial Security: PCSW made recommendations to the Aging, Appropriations, Banks, Commerce, Government Administration & Elections, Human Services, Judiciary, Labor & Public Employees, and Public Health Committees.

Women's Health & Safety: PCSW made recommendations to the Aging, Environment, Higher Education, Human Services, Judiciary, Labor & Public Employees, and Public Health Committees, and the Select Committee on Children.

LEGISLATIVE MEETINGS

PCSW meets with legislators on a regular basis to educate them on the priority issues that have been raised by the women in the state and to offer our expertise to legislators. During the 2012 legislative session, PCSW attempted to meet with 26 legislators and were granted meetings with 16 of them.

LEGISLATIVE SESSION SUMMARY

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

Eliminating Gender Discrimination

PA 12-51, AAC Jury Duty for Breastfeeding Mothers (SB 194)

PASSED, effective October 1, 2012

Requires the Judicial Branch to provide information to the public and training to court staff regarding accommodations and services for breastfeeding mothers who have been called for jury duty.

PA 12-1, AA Implementing Provisions of the State Budget for the Fiscal Year Beginning July 1, 2012 (HB 6001)

PASSED, relevant section effective upon passage

Transfers the responsibility of conducting a disparity study from the Commission on Human Rights and Opportunities to the CT Academy of Science and Engineering. A report must be provided to the Legislature by June 30, 2013.

SB 429, AAC the Set-Aside Program and the Percentage of Contracts Reserved for Minority Business Enterprises

FAILED

The state has a supplier diversity program to encourage state-contracting with Minority Business Enterprises, which are defined as small companies owned by women, minorities, or people with disabilities. This bill would have required that half of the funds for the supplier diversity program be reserved solely for minorities.

<p>CT Impact. There are 781 certified women business enterprises in the diversity supplier program.¹ The last disparity study was done 25 years ago.</p>
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Economic & Financial Security

PA 12-33, AA Creating a Process for Family Child Care Providers and Personal Care Attendants to Collectively Bargain with the State (HB 5312)

PASSED, effective July 1, 2012

Allows family child care providers, who receive Care4Kids funding, and personal care attendants to collectively bargain with the state through a union regarding reimbursement rates, benefits, payment procedures, contract grievance arbitration, training, and professional development.

PA 12-43, AAC Family and Medical Leave Benefits for Certain Municipal Employees(SB 150)

PASSED, effective upon passage

Allows school paraprofessionals in educational settings to qualify for unpaid family and medical leave, as long as the paraprofessional has been employed for 12 months and worked at least 950 hours during the year.

CT Impact: Prior to this legislation, a paraprofessional would have had to work 1,250 hours to qualify for FMLA. However, paraprofessionals cannot legally work more than 6.25 hours a day (approximately a 31-hour work week) or 1,125 hours a school year.² Families incur income losses of \$300 to \$3,500 per year due to lost wages from the wage-earner's own illnesses, and \$800 to \$6,900 per year due to lost wages during a family illness.³ 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.

PA 12-40, AAC College Readiness and Completion (SB 40)

PASSED, effective July 1, 2012

Requires the Connecticut State University System and the community-technical colleges to offer remedial supports and an intensive college readiness program. It also requires these parties and public high schools to align the curricula by the Fall of 2016.

Impact on Women: Earnings increase significantly as educational levels increase. Women who completed high school earn an average of \$542 a week; women with an associate's degree earn an average of \$674 a week; and women with a bachelor's degree earn an average of \$891 a week.⁴

PA 12-75, AAC the Learn Here, Live Here Program (SB 78)

PASSED, effective upon passage

Expands the pool of students that can participate in the Learn Here, Live Here program to include any student from a public or private college or health care training school in Connecticut. This program helps students with down payments on their first home, in exchange for their commitment to reside in Connecticut for a certain amount of time. It was originally limited to students graduating for regional-technical schools and in-state students graduating from state colleges and universities.

Impact on Women: Many young people are deterred from staying in the state of Connecticut because of the high cost of housing. Consumers in their 20s are more likely to purchase property at a younger age than their older family members. These individuals are not necessarily waiting for marriage or even a long-term relationship before becoming homeowners.⁵ Single females represent the fastest growing segment of the home buyers market. The proportion of single women buying homes has increased from 14% in 1995 to 21%, while single men make up 9% of buyers.⁶

SB 359, AAC Financial Literacy

FAILED

Would have required the State Department of Education and the Board of Regents for Higher Education, in consultation with the Department of Banking, to develop a plan for financial literacy instruction.

Impact on Women: Forty-seven percent of women in the United States ages 21 to 34 carry unpaid credit card balances at an average of \$2,000.⁷

HB 5179, AA Increasing Temporary Family Assistance Benefits for Grandparents and Other Nonparent Caretaker Relatives

FAILED

Would have required that the payment standard for non-parent caretaker relatives and legal guardians be equal to 75% of the prevailing foster care rate paid by the Department of Children and Families for the equivalent number of children.

CT Impact⁸: 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).

HB 5291, AAC the Minimum Wage

FAILED

Would have raised the minimum wage, which is currently \$8.25/hr, to \$8.75/hr in 2013 and \$9.25/hr in 2014. It would have also required that the minimum wage be adjusted annually based on the Consumer Price Index beginning in 2015; adjusted the tip credit; and increased the amount that could be recovered from employers who violate minimum wage and overtime laws.

CT Impact: A full-time worker earning minimum makes about \$17,499/year. Thirty-three percent of Connecticut female workers ages 16+ make \$17,499 a year or less compared with 24.3% of men in this same population.⁹

HB 5313, AA Creating a Task Force to Study the Need for a Public Retirement Plan

FAILED

Would have created a task force to study the need for a public retirement plan.

CT Impact: Connecticut has the 7th oldest median age in the nation, according to the 2010 U.S. Census. Elderly women represent 58.9% of the total elderly population and 11.7% of the total female population in poverty.¹⁰ Social Security is the *only* source of income for one out of five older adults in Connecticut, the majority of whom are women, and virtually the only source of income for 40% of older women in Connecticut.¹¹ Twenty-five percent of women have neither retirement savings nor other savings, compared with 18% of men.¹²

HB 5362, AAC a Deduction from the Personal Income Tax for Student Loan Interest

FAILED

Would have established a deduction from the personal income tax for interest paid on student loans.

CT Impact: Sixty-one percent of college students graduate with student loan debt at an average of \$25,360.¹³

HB 5509, AAC the Payment of Alimony and Child Support

FAILED

Would have changed the laws concerning the amount and durational limits of alimony awards entered in family matters, and provide family court judges with the authority to establish child support trust accounts.

Women's Health & Safety

PA 12-114, AAC Domestic Violence (HB 5548)

PASSED, effective July 1 and October 1, 2012

Provides greater court and law enforcement support to family violence victims through several initiatives including: extending, from six months to one year, the maximum period that a civil restraining order can remain in effect without a court-ordered extension; categorizing stalking or patterns of threatening as family violence; establishing a state-wide model family law enforcement policy; and establishing the Family Violence Model Policy Governing Council to evaluate methods used by police departments when responding to family violence.

CT Impact: There were 149 intimate partner fatalities between 2000 and 2009; 87% of the victims were female and 90% of the perpetrators were male.¹⁴

PA 12-141, AAC Commercial Sexual Exploitation of a Minor (HB 5504)

PASSED, effective October 1, 2012

Creates a class C felony when an individual or organization buys advertising space to advertise a commercial sex act depicting a minor.

CT Impact: The Department of Children and Families identified 78 U.S. born victims of human trafficking between 2008 to 2011. All of the victims were females between the ages of 13 to 18 years old.¹⁵

PA 12-150, AAC Guidelines for Health Insurance Coverage for Breast Magnetic Resonance Imaging (SB 97)

PASSED, effective upon passage

Requires that certain health insurance policies cover breast magnetic resonance imaging (MRI) in accordance with the American Cancer Society guidelines.

PA 12-1, AA Implementing Provisions of the State Budget for the Fiscal Year Beginning July 1, 2012 (HB 6001)

PASSED

Medicaid

- *Adult Dental:* requires prior authorization, and provides coverage for one periodic dental exam, one dental cleaning, and one set of x-rays yearly for healthy adults (effective July 1, 2012).

- *Chiropractic Services*: Provides coverage for chiropractic services as long as the Department of Social Services (DSS) does not spend more than \$250,000 a year (effective October, 1, 2012).
- *Personal Care Assistance Waiver Program*: requires program participants to be transitioned to the CT Home Care Program for Elders when they turn 65 years of age (effective July 1, 2012).
- *Private Assisted Living Services Pilots*: increases the number of participants from 75 to 125 (effective July 1, 2012).
- *Waiver for Low-Income Adults (LLA)*: requires DSS to seek a 1115 Medicaid waiver to modify eligibility and coverage for this program. The waiver would 1) establish an asset limit of \$10,000; 2) count the income and assets of the parent of an applicant who is under age 26 and living with that parent or is declared a dependent for tax purposes; and 3) limit nursing home coverage to 90 days (effective July 1, 2012).

Sexual Assault Evidence Exams

Extends coverage to medical forensic assessment interviews or physical examinations conducted by providers who are trying to prevent, identify or investigate child abuse and neglect. It also adds the Office of Victim Services to the Commission on the Standardization of the Collection of Evidence in Sexual Assault Investigations (effective Oct 1, 2012).

Health Insurance Exchange Board

- Makes the Healthcare Advocate a voting member; increases board membership and lengthens certain terms; expands outside employment and affiliation restrictions; allows exchange employees to enroll in the state employee health plan if the exchange pays the enrollment costs, and; grants permission to request funding from the Office of Policy and Management (effective upon passage).

SB 18, AA Extending the Permissible Age Limit for Health Insurance Coverage of Infertility Treatment

FAILED

Would have extended the permissible age limit for health insurance coverage for infertility treatment from 40 to 45 years of age.

SB 247, AAC the Sexual Assault of Persons Whose Ability to Communicate Lack of Consent is Substantially Impaired

FAILED

Would have provided protections against sexual assault for individuals whose ability to communicate is substantially impaired by a mental or physical condition.

SB 425, AAC a Basic Health Program

FAILED

Would have established a basic health program providing coverage for persons under 65 years of age with family income up to 200% of the federal poverty level.

<p>CT Impact: In 2010, 11% of Connecticut's population (385,000) were uninsured.¹⁶ Of the uninsured, 135,000 were adult women aged 19-64.</p>

HB 5116, AA Requiring the Labeling of Food Packing that Contains Bisphenol-A

FAILED

Would have prohibited any person from distributing, selling, or offering or exposing for sale any food packaging containing bisphenol-A as an intentionally added component unless certain notice requirements were met.

HB 5218, AAC Toxic Fire Retardants in Children's Products

FAILED

Would have prohibited any person from manufacturing, selling, offering for sale, or distributing in Connecticut any children's product containing toxic *tris* flame retardant chemicals.

Impact on Women: Women are disproportionately affected by BPA exposure because it is an endocrine/hormone disruptor. Endocrine disruptors may interfere with the body's endocrine system and produce adverse developmental, reproductive, neurological, and immune effects in humans¹⁷. Additionally, BPA has been associated with increased risk for cardiovascular disease, miscarriages, breast cancer, reproductive dysfunction, metabolic dysfunction and diabetes.¹⁸ According to a report entitled *Hidden Hazards in the Nursery*, many of the products mothers use with their babies contain toxic *tris*, including but not limited to, breastfeeding support pillows, car seats and diaper changing pads.¹⁹ Toxic *tris* has been shown to be a carcinogen, a hormone disruptor, and to have an impact on the nervous system.

HB 5288, AAC Children of Incarcerated Women

FAILED

Would have studied the feasibility, costs and benefits of establishing a nursery facility at York Correctional Institution to care for children who are born while the mother is in prison.

CT Impact: Of the 17,500 people in jail, 1,107 are women, housed in the state's only female prison, York Correctional Institution.²⁰

HB 5535, AAC Continuation of Health Insurance Coverage After a Divorce or Legal Separation

FAILED

Would have allowed parties to continue health insurance coverage for divorced or legally separated parties.

BILL MONITORING AND TESTIMONY

PCSW monitored 104 bills and submitted testimony on 32 bills before 12 committees (indicated by an asterisk below).

Eliminating Gender Discrimination

- *PA 12-51, AAC Jury Duty for Breastfeeding Mothers (SB 194)
- *SB 429, AAC the Set-Aside Program and the Percentage of Contracts Reserved for Minority Business Enterprises
- SB 455, AAC the Commission on Human Rights and Opportunities
- *HB 5199, AAC Discriminatory Hiring Practices and Unemployed Individuals
- HB 5528, AAC Changes to the Public Financing Act and Other Election Laws

Economic & Financial Security

- PA 12-33, AA Creating a Process for Family Child Care Providers and Personal Care Attendants to Collectively Bargain with the State (HB 5312)
- PA 12-40, AAC College Readiness & Completion (SB 40)
- *PA 12-43, AAC Family and Medical Leave Benefits for Certain Municipal Employees (SB 150)
- PA 12-50, AAC Requirements for Early Childhood Educators (SB 39)
- *PA 12-75, AAC the Learn Here, Live Here Program (SB 78)
- PA 12-94, AA Requiring the Submission of Information Concerning Students Receiving Financial Assistance from the CT Independent Student Program, Connecticut Aid to Public College Students Grant Program and Capitol Scholarship Grant Program (SB 43)
- SA 12-9, AAC Workforce Development (SB 41)
- *SB 1, AAC Jobs and the Economy
- SB 9, AAC the Corporation Business Tax Rate
- SB 34, AA Allowing Certain Members of the Teachers' Retirement System to Purchase Credited Service
- SB 40, AAC Open Access to College Level Courses
- SB 48, AAC an Exemption from Income Tax for All Social Security Income
- SB 49, AA Privatizing the Administration of the State's Supplemental Nutrition Assistance Program
- SB 164, AAC a Small Business Reinvestment Account
- SB 171, AAC Increasing Angel Investors Credits
- SB 184, AAC the Definition of Employer in the Family and Medical Leave Act
- *SB 209, AA Increasing Educational Incentives in the Jobs First Employment Services Program
- SB 238, AA Expanding the Learn Here, Live Here Program
- SB 273, AAC the Care4Kids Program
- SB 358, AA Encouraging Increased Savings Deposits
- *SB 359, AAC Financial Literacy
- *SB 352, AA Creating a Process for Family Child Care Providers to Collectively Bargain with the State
- SB 444, AAC Intervention by Interested Parties in Controversies Involving Custody of Minor Children
- HB 5004, AAC School Readiness Program Slots for Children Living Below the Poverty Line
- HB 5028, AAC the Alignment of Common Core State Standards With College Curriculum and Bridges Between Public Schools and Institutions of Higher Education
- HB 5045, AAC the Elimination of Income Tax on Social Security Income
- HB 5053, AAC the Elimination of Income Tax on Social Security Income
- HB 5060, AA Establishing a Tax Credit for Businesses that Provide College Scholarships
- *HB 5179, AA Increasing Temporary Family Assistance Benefits for Grandparents and Other Nonparent Caretaker Relatives
- HB 5193, AA Exempting Social Security Income from the Personal Income Tax and Reducing Eligibility for the Earned Income Tax Credit
- HB 5213, AA Eliminating Personal Income Tax on Social Security Income
- HB 5223, AAC Supportive Housing for Families Living in Homeless Shelters
- HB 5270, AAC the Development of a Model Curriculum Regarding Fiscal Literacy
- *HB 5291, AAC the Minimum Wage
- *HB 5313, AA Creating a Task Force to Study the Need for a Public Retirement Plan

- *HB 5337, AA Establishing a Task Force to Evaluate the Utility of Creating a Public Retirement Plan
- HB 5362, AAC a Deduction from the Personal Income Tax for Student Loan Interest
- *HB 5340, AA Establishing an Energy-Related Jobs Task Force
- *HB 5433, AA Creating a Procedure for Personal Care Attendants to Collectively Bargain with the State
- HB 5449, AAC Performance-Based Financial Aid
- *HB 5509, AAC the Payment of Alimony and Child Support
- *HB 5535, AAC Continuation of Health Insurance Coverage After a Divorce or Legal Separation

Women's Health & Safety

- PA 12-61, AAC Guidelines for Health Insurance Coverage for Colorectal Cancer Screening (SB 12)
- *PA 12-78, AAC Sexual Violence on College Campuses (HB 5031)
- PA 12-112, AAC the Reporting of a Missing Child (HB 5512)
- *PA 12-114, AAC Domestic Violence (HB 5548)
- PA 12-136, AAC the Definition of Mental Retardation and Intellectual Disability (HB 5437)
- PA 12-141, AAC Commercial Sexual Exploitation of a Minor (HB 5504)
- PA 12-150, AAC Guidelines for Health Insurance Coverage for Breast Magnetic Resonance Imaging (SB 97)
- PA 12-163, AAC Delayed Birth Registration (HB 5241)
- PA 12-170, AAC the Office of Health Care Access, (HB 5321)
- SB 11, AAC the Provision of Medical Assistance to Noncitizens
- SB 18, AA Extending the Permissible Age Limit for Health Insurance Coverage of Infertility Treatment
- SB 20, AAC the a Study of the Assessment Methodology Used by the Insurance Department and the Office of the Healthcare Advocate
- SB 44, AAC Appropriations for Community and Home-Based Care
- SB 51, AAC an Increased Appropriation to the Department of Public Health for Breast Cancer Research and Education
- SB 73, AAC Medicaid Long-term Care Coverage for Married Couples
- SB 74, AAC Increased Home and Community-based Care Under Medicaid
- *SB 142, AA Increasing Eligibility for the Connecticut Home-Care Program for the Elderly
- *SB 154, AAC State Employees and Violence and Abusive Conduct in the Workplace
- *SB 180, AA Increasing Penalties on Employers for Refunds of Wage in Exchange for Furnishing Employment
- SB 247, AAC the Sexual Assault of Persons Whose Ability to Communicate Lack of Consent is Substantially Impaired
- SB 259, AA Establishing the Connecticut Healthcare Partnership
- *SB 274, AAC Chemicals of Concern to Children
- SB 275, AAC Workplace Violence Prevention and Reporting
- SB 296, AA Providing Certain Adult Adopted Persons with Access to Parental Health Information and Information in Their Original Birth Certificate
- SB 367, AAC Public Indecency in a Correctional Institution
- SB 370, AAC Services Provided by Genetic Counselors

- SB 372, AAC the Provision of Body Modification Services to Minors
- SB 381, AA Creating a Task Force to Study Low-Income Adults and Medication Administration
- *SB 425, AAC a Basic Health Program
- SB 452, AAC the Care and Treatment of Persons with Psychiatric Disabilities
- SB 453, AAC Certificates of Relief From Barriers Resulting From Conviction of a Crime
- SB 456, AAC Harassment, Electronic Harassment and Cyberstalking
- HB 5013, AAC the Board Members of the Connecticut Health Insurance Exchange Board
- HB 5020, AAC the Repeal of the Earned Income Tax Credit
- HB 5033, AAC the Prevention of Waste, Fraud and Abuse in the Medicaid Program and the State's Children's Health Insurance Program
- HB 5064, AAC the Department of Mental Health and Addiction Services Reporting Requirements
- *HB 5116, AA Requiring the Labeling of Food Packaging that Contains Bisphenol-A
- HB 5204, AAC the Establishment of a College Intern Regulatory Board
- *HB 5218, AAC Toxic Fire Retardants in Children's Products
- HB 5228, AA Requiring Disclosure to Insureds of the Preventative Services not Subject to Cost-Sharing Requirements Pursuant to the Patient Protection and Affordable Health Care Act
- HB 5244, AAC Collaborative Funding Agreements and the Stem Cell Research Program
- HB 5288, AAC Children of Incarcerated Women
- HB 5338, AAC Medicaid Long-Term Care Coverage for Married Couples
- HB 5428, AAC Residential Stays at Correctional Facilities
- *HB 5450, AA Establishing a Basic Health Program
- HB 5453, AAC Domestic Violence and Trauma-Informed Care
- HB 5510, AA Providing Notice of Pending Family Relations Matters to Judges in Family Violence Cases
- HB 5527, AAC a Working Group to Study Health Care Reform

State Budget

- PA 12-158, AA Implementing the Governor's Budget Recommendations Concerning Public Health (HB 5037)
- PA 12-1, AA Implementing Provisions of the State Budget for the Fiscal Year Beginning July 1, 2012 (HB 6001)
- * HB 5014, AA Making Adjustments to State Expenditures and Revenues for the Fiscal year Ending June 30, 2013
- *HB 5016, AA Implementing the Governor's Recommendations Concerning General Government
- HB 5557, AA Making Adjustments to State Expenditures for the Fiscal Year Ending June 30, 2013
- SB 8, AA Repealing the Estate Tax
- SB 10, AAC the Personal Income Tax Rate
- SB 32, AAC State Police Staffing
- HB 5014, AA Making Adjustments to State Expenditures and Revenues for the Fiscal Year June 30, 2013

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.

¹ <http://www.biznet.ct.gov/SupplierDiversity>.

² United Electrical Union Local 22.

³ Women's Union. *The Real Cost of Living and Getting Health Care in Connecticut: The Health Economic Sufficiency Standard*. Prepared for the Permanent Commission on the Status of Women and the Foundation for Connecticut Women, February 2006.

⁴ Catalyst. *Women's earnings and income*. Published April 2011. <<http://www.catalyst.org/publication/217/womens-earnings-and-income>>.

⁵ <http://www.floridahomeloan.com/2006/09/younger-first-time-home-buyers-enter.html>

⁶ <http://www.realtor.org/rmodaily.nsf/0/cc9b3798c397dc42862571ea00594a7c?OpenDocument>

⁷ <<http://www.newswise.com/articles/view/28248/>, <http://www.soundinvesting.org/justforwomen.asp>>.

⁸ AARP Foundation. *Connecticut GrandFacts*, October 2007.

⁹ 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.

¹⁰ U.S. Census Bureau, 2009 American Community Survey – 1-Year Estimates, Poverty Status in the Past 12 Months by Sex by Age.

¹¹ The Gerontology Institute, University of Massachusetts Boston, Wider Opportunities for Women. *The Elder Economic Security Index for Connecticut, 2009*. Prepared for the Connecticut Permanent Commission on the Status of Women and the Connecticut Commission on Aging.

¹² Employee Benefit Research Institute: 2008 Retirement Confidence Survey.

¹³ Project Student Loan Debt, State-by-state Data, 2010 <http://projectonstudentdebt.org/state_by_state-data.php>

¹⁴ Connecticut Coalition Against Domestic Violence. Upon Further Examination: Findings and Recommendations from the Connecticut Domestic Violence Fatality Review Committee, July 2011 <www.ctcadv.org>.

¹⁵ *Department of Children and Families' Response to Human Trafficking and Sexually Exploited Children and Youth*, August 2, 2011 presentation to the CT Trafficking in Persons Council.

¹⁶ Kaiser Family Foundation <www.statehealthfacts.org>.

¹⁷ National Institute of Environmental Health Sciences, Endocrine Disruptors <<http://www.niehs.nih.gov/health/topics/agents/endocrine/>>

¹⁸ Breast Cancer Fund, BPA <<http://www.breastcancerfund.org/clear-science/chemicals-glossary/bisphenol-a.html>>

¹⁹ Washington Toxics Coalition & Safer States, Hidden Hazards in the Nursery, Released 2012 <<http://watoxics.org/files/hidden-hazards-in-the-nursery>>

²⁰ <www.ct.gov.doc>, January 2011