

## CT Low Wage Employer Advisory Board

March 8, 2016

DOL Conference Rooms A&B / 3:00 p.m.

### Minutes

**Members Attending:** Susan Coleman, Jamie Mills, Stanley McMillen, James Bhandary-Alexander, Merrill Gay, Helene Figueroa, Eddie Stephens, Deborah Schwartz, and Michael Seid.

**Members Absent:** Art Perry

**Other Attendees:** Amy Traub, Senior Policy Analyst – DEMOS

#### **Introduction:**

The Board welcomed attendees.

#### **Meeting Minutes:**

A review of the February 9, 2016, minutes was made and several corrections were requested. The Board voted on and accepted the minutes of the February 9, 2016, meeting with the following corrections: Board members will be separated from other attendees under Members Attending and Jamie Mills requested that certain language be removed from the minutes concerning the presentation: “which he noted contained very little information about Connecticut, but would provide information on economies”.

The corrections for the January 26, 2016, meeting were not made and the corrected version will be handed out at the next meeting in April.

#### **Current Agenda:**

The Board decided to move item 4 to the end of the agenda in order to give more time for the speaker's presentation.

#### **Presentation:**

The Board welcomed Amy Traub, Senior Policy Analyst from DEMOS, who gave an informative presentation, which can be accessed on the Board's web page: <https://www.ctdol.state.ct.us/lweab/index.htm>.

#### **Post-Presentation Discussion:**

- Board members sought input from Traub on policy suggestions outside of raising the wage.
  - Traub suggested on call workers to receive a minimum set number of hours as a best practice.
  - Schedules completed 2 weeks in advance for businesses with greater than 15 employees.
    - Concerns raised by Board: Requirements for set hours may affect flexibility. If an employer specifies hours, giving an employee additional hours for sick coverage, etc. may require premium pay.
  - Costco was referenced as an employer with best practices for employee engagement and pay.
    - Board to review more companies that excel at engagement, retention and morale.
- The Board members will share studies and findings with each other.
- Agreement of the Board to use future meetings to have more unstructured discussion.

#### **Upcoming meetings:**

- 3/22 Public Hearing in New Haven from 6:30 to 9:30 p.m.
- 4/14 Public Hearing at LOB – 6:00 p.m.

- Board to look into recording this session and the possibility of getting audio or video on the website.
- Mr. Bhandary-Alexander to schedule with Senator Gomes.
- 4/21 – Next meeting at CTDOL – 3:00 p.m.
  - 2 Hours to debrief from public hearing and draft progress report.
  - Progress report:
    - 2-3 pages detailing where the board agrees, current events/meetings, and general update on Board activity.
    - Ms. Coleman and Mr. McMillen to develop agenda for Progress Report.

The meeting began at 3:02 p.m. and adjourned at 4:45 p.m.

Notes were taken by Erica Tew (DOL).