

## Economic Security for All CT Women

**OUR MISSION:** *CWEALF advocates for and empowers women and girls in Connecticut, especially those who are underserved or marginalized. We work to create an equitable society where women and girls thrive.*

CWEALF advocates for legislation that advances the economic security of women and repairs and prevents the damage of ongoing discrimination, harassment and abuse in workplaces across Connecticut. This year, lawmakers must act to:

### 1. Implement Paid Family and Medical Leave.

Without paid leave, workers often face unemployment, foreclosure and reliance on state assistance when they need to take time off to care for an ill family member, welcome a new baby or recover from a serious illness. Connecticut must pass a system based on worker earnings for those most impacted, especially women of color and low-wage workers.

### 3. Expand Sexual Harassment Training and Protections.

To continue the national momentum of the #MeToo movement, Connecticut must prevent sexual harassment in the workplace through enhanced training, and create a safer environment for victims to come forward, especially in lower wage and service sector jobs, where harassment is most prevalent.

### 5. Advance Employment Opportunities for Women

Connecticut must support low-wage workers, the majority of whom are women, with critical workplace supports that lead to sustained employment, such as affordable childcare and housing and fair and predictable schedules.

### 2. Combat the Gender Wage Gap.

Connecticut women earn 79 cents for every dollar paid to men, an inequity that is larger for women of color. Connecticut must prohibit the use of salary history in the hiring process, require employers to pay workers equal pay for comparable work and encourage employers to examine their pay practices.

### 4. Improve Access to Comprehensive Health Care.

The economic well being of women in our state is dependent on access to safe, quality, and affordable health care, especially contraception and reproductive care. Connecticut must protect important gains made under the Affordable Care Act and strengthen its commitment to women's reproductive rights.

### 6. Increase the Minimum Wage.

Workers earning less than \$15 per hour are disproportionately female and people of color. Increasing the state's minimum wage will not only provide financial relief to families, but will also boost consumer spending and help businesses retain more productive employees.

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