

**Since 1953** 

# LABOR LAWS

# FEDERAL

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K			FED							
$\mathbf{x}^{\mathbb{V}}$	EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT		YOUR RIGHTS UNDER USERRA		FED	VOUR EMPLOYEE RIGHTS UNDER TI	IF FAMILY AND MEDICAL LEAVE ACT			
	FED EMPLOYEE RIGHTS UNDER THE FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009 The law requires employers to display this poster where employees can readily see it. OVERTIME PAY At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek. CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><list-item><list-item><list-item><list-item></list-item></list-item></list-item></list-item></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<ul> <li>THE UNIFORMED SERVICES EMPLOY</li> <li>USERA protects the job rights of individuals who voluntarily service or certain types of service in the National Disaster Me gainst past and present members of the uniform</li> <li>TEMPLOYMENT RIGHTS</li> <li>Wu have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: <ul> <li>you ensure that your employer receives advance written or verbal notice of your service;</li> <li>you have five years or less of cumulative service in the uniformed services while with that particular employer;</li> <li>you return to work or apply for reemployment in a timely manner after conclusion of service; and</li> <li>you have not been separated from service with a disqualifying discharge or under other than honorable conditions.</li> </ul> </li> <li>Myou are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, is one cases, a comparable job.</li> <li>DENTED EFEREFROM DISCEMINENTION ADD REFALISATION for uniformed service;</li> <li>have applied for membership in the uniformed service; or</li> <li>mate uniformed service; or</li> <li>mate uniformed service; or</li> <li>intel uniformed service; or</li></ul>	<text><section-header><section-header><section-header><list-item><section-header><section-header><section-header></section-header></section-header></section-header></list-item></section-header></section-header></section-header></text>	<ul> <li>family and medical reasons. The U.S. Department of Labor's W Eligible employees can take up to 12 workweeks of FMLA ld</li> <li>The birth, adoption or foster placement of a child w</li> <li>Your serious mental or physical health condition the</li> <li>To care for your spouse, child or parent with a seriou</li> <li>Certain qualifying reasons related to the foreign de servicemember.</li> <li>An eligible employee who is the spouse, child, parent or next take up to 26 workweeks of FMLA leave in a single 12-mon You have the right to use FMLA leave in one block of time. A FMLA leave intermittently in separate blocks of time, or Read Fact Sheet #28M(c) for more information.</li> <li>FMLA leave is not paid leave, but you may choose, or be req your employer's paid leave policy covers the reason for which Am I eligible to take FMLA leave?</li> <li>You are an eligible employee if all of the following apply:</li> <li>You work for a covered employer,</li> <li>You have at least 1,250 hours of service for your employer has at least 50 employees within 75 Airline flight crew employees have different "hours of service" You work for a private employer that had at least 50 calendar year,</li> <li>You work for a nelementary or public or private second</li> </ul>	ith you, at makes you unable to work, is mental or physical health condition, and oloyment of your spouse, child or parent who is a military of kin of a covered servicemember with a serious injury or illness <b>may</b> th period to care for the servicemember. When it is medically necessary or otherwise permitted, you may take <b>r on a reduced schedule</b> by working less hours each day or week. uired by your employer, to use any employer-provided paid leave if you need FMLA leave. ths, ployer during the 12 months before your leave, and miles of your work location. 'requirements. plies: Demployees during at least 20 workweeks in the current or previous ondary school, or ir federal government agency. Most federal employees are covered by ersonnel Management.	You <b>do not have to share a medical diagnosis</b> but must provid whether the leave qualifies for FMLA protection. You <b>must also</b> ir approved for the same reason when requesting additional leave. Your <b>employer may request certification</b> from a health care pr qualifying exigency. The FMLA does not affect any federal or state law prohibiting discr bargaining agreement that provides greater family or medical leav State employees may be subject to certain limitations in pursuit of conditions. Most federal and certain congressional employees are U.S. Office of Personnel Management or Congress. <b>What does my employer need to do?</b> If you are eligible for FMLA leave, your <b>employer must</b> : Allow you to take job-protected time off work for a quali Continue your group health plan coverage while you are	Aform your employer if FMLA leave was previously taken or rovider to verify medical leave and may request certification of a imination or supersede any state or local law or collective re rights. if direct lawsuits regarding leave for their own serious health also covered by the law but are subject to the jurisdiction of the flying reason, on leave on the same basis as if you had not taken leave, and cal job with the same pay, benefits and other working conditions, reaten or punish you for exercising your rights under the law. For g FMLA leave or cooperating with a WHD investigation. may qualify under the FMLA, your <b>employer must confirm</b> employer determines that you are eligible, your <b>employer <u>must</u></b> protected leave. may file a complaint with WHD or file a private lawsuit against <b>VHD complaint process</b> .		
Ŕ		REV. 04/2023	U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590 REV. 05/2022							
$\lambda^{\mathbb{V}}$	REV. 04/2023			REV. 05/2022		U.S. Equal Employment Opportunity Commission				
				. V . V . V . V . V . V . V . V . V . V	Know Your Rights: Workplace Discrimination is Illegal					
, <b>K</b>	СТ		The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've							
<b>\$</b>						or in applying for a job, the EEOC may be ab	· · · · · · · · · · · · · · · · · · ·			
	DOL-75	Administrative Regulations must be posted and mai	intained wherever workers covered by this Act are em	alavad	Who is Protected?	Failure to provide reasonable accommodation for a	EMPLOYERS HOLDING FEDERAL	Retaliation		
L V	0024-075-01 Ihese	<b>y</b> 1	· · ·	bioyeu.	Employees (current and former), including managers     and temporary employees	disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief,	CONTRACTS OR SUBCONTRACTS	Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise		
$\boldsymbol{Y}_{\Lambda}$			PARTMENT OF LABOR		Job applicants	observance or practice	The Department of Labor's Office of Federal Contract Compliance	opposes discrimination by Federal contractors under these Federal		
, <b>K</b> ∕		WAGE AND WORKPLA	CE STANDARDS DIVISION		Union members and applicants for membership in a union	<ul> <li>Job training</li> </ul>	Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal	Any person who believes a contractor has violated its		
<b>\$</b> }_\$					What Types of Employment Discrimination are	<ul> <li>Classification</li> <li>Referral</li> </ul>	Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are	nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:		
	MINIMUM WAGE:	January 1, 2009, equal to eleven per cent of the minimum fair wage per hour, and effective January 1, 2014, equal to fifteen and six-tenths per cent of the minimum fair wage per	begin when the employee is notified of his assignment and shall end when the employee has completed his assignment.	(ii) jury duty, or attendance at a judicial proceeding in the capacity of a witness; or	Under the EEOC's laws, an employer may not discriminate against	<ul> <li>Obtaining or disclosing genetic information of employees</li> </ul>	protected under Federal law from discrimination on the following bases:	The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor		
<b>`</b>	Minimum wage is annually indexed each year, effective	hour, and effective January 1, 2015, and ending on June 30, 2019, equal to eighteen and	Sec. 31-60-12. Records.	(iii) temporary military leave.	you, regardless of your immigration status, on the bases of: • Race	Requesting or disclosing medical information of     amplusor	Race, Color, Religion, Sex, Sexual Orientation,	200 Constitution Avenue, N.W. Washington, D.C. 20210		
	Jan 1.	one-half per cent of the minimum fair wage per hour for persons employed as bartenders who customarily and regularly receive gratuities, and (3) not to exceed thirty-five cents	(a) For the purpose of this regulation, "true and accurate records" means accurate legible records for each employee showing:	(B) An employer is permitted to offset payments an employee receives for any of the services described in this subdivision against the employee's regular salary during the	Color     Beligion	employees     Conduct that might reasonably discourage someone	Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment	1-800-397-6251 (toll-free)		
X	\$15.69 per hour effective 1-1-2024 through 12-31-2024	per hour in any other industry, and shall also recognize deductions and allowances for the value of board, in the amount of eighty-five cents for a full meal and forty-five cents for a	(1) His name;	week of such absence.	National origin	from opposing discrimination, filing a charge, or participating in an investigation or proceeding	discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and	If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may		
У " <sup>§</sup>	(P.A. 19-4)	light meal, lodging, apparel or other items or services supplied by the employer; and other special conditions or circumstances which may be usual in a particular employer-employee	<ul><li>(2) his home address;</li><li>(3) the occupation in which he is employed;</li></ul>	(3) No deduction shall be made for an absence of less than one full day from work unless: (A) The absence is taken pursuant to the federal family and medical leave act, 29 USC	Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender	<ul> <li>Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or</li> </ul>	requires affirmative action to ensure equality of opportunity in all aspects of employment.	also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP		
	O V E R T I M E - O N E A N D O N E - H A L F T I M E S T H E EMPLOYEES REGULAR RATE OF PAY AFTER 40 HOURS PER Week. For exceptions - see section 31-761 of the connecticut general statutes.	relationship. The commissioner may provide, in such regulations, modifications of the minimum fair wage herein established for learners and apprentices; persons under the age	(4) the total daily and total weekly hours worked, showing the beginning and ending time of each work period, computed to the nearest unit of 15 minutes;	2601 et seq., or the Connecticut family and medical leave act, section 31-51kk et seq.,	identity) Age (40 and older)	someone assisting or encouraging someone else to exercise rights, regarding disability discrimination	Asking About, Disclosing, or Discussing Pay	regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us"		
			enang time of each work period, computed to the nearest unit of 15 minutes,	of the Connecticut General Statutes, as permitted by 29 CFR 825.206 or by section		chercise rights, regarding disability discrimination	Executive Order 11246, as amended, protects applicants and			
<b>}</b>	MINORS HNDER 18 VEARS OF AGE EMADIOVED BY THE STATE OD DOLITICAL SHDDIVISION	of eighteen years; and for such special cases or classes of cases as the commissioner finds	(5) his total hourly, daily or weekly basic wage;	31-51qq-17 of the regulations of Connecticut state agencies; or	Disability	(including accommodation) or prégnancy	employees of Federal contractors from discrimination based on	webpage at <u>https://www.dol.gov/agencies/ofccp/contact</u> .		
	MINORS UNDER 18 YEARS OF AGE EMPLOYED BY THE STATE OR POLITICAL SUBDIVISION THEREOF MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE.	of eighteen years; and for such special cases or classes of cases as the commissioner finds appropriate to prevent curtailment of employment opportunities, avoid undue hardship and safeguard the minimum fair wage herein established. Regulations in effect on July 1, 1973,	<ul> <li>his overtime wage as a separate item from his basic wage;</li> <li>additions to or deductions from his wages each pay period;</li> </ul>	(B) The absence is taken pursuant to a bona fide paid time off benefits plan that	Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic	accommodation	inquiring about, disclosing, or discussing their compensation or the	PROGRAMS OR ACTIVITIES RECEIVING		
	THEREOF MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE. MINORS UNDER 18 YEARS OF AGE EMPLOYED IN AGRICULTURE MAY BE PAID 85% OF THE	of eighteen years; and for such special cases or classes of cases as the commissioner finds appropriate to prevent curtailment of employment opportunities, avoid undue hardship and	<ul> <li>(6) his overtime wage as a separate item from his basic wage;</li> <li>(7) additions to or deductions from his wages each pay period;</li> <li>(8) his total wages paid each pay period;</li> </ul>	(B) The absence is taken pursuant to a bona fide paid time off benefits plan that specifically authorizes the substitution or reduction from accrued benefits for the time that an employee is absent from work, provided the employee receives payment in an	Genetic information (including employer requests for,	accommodation What can You Do if You	inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. <b>Disability</b>	PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE		
	THEREOF MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE. MINORS UNDER 18 YEARS OF AGE EMPLOYED IN AGRICULTURE MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE. MINORS EMPLOYED BY AGRICULTURAL EMPLOYERS WHO DID	of eighteen years; and for such special cases or classes of cases as the commissioner finds appropriate to prevent curtailment of employment opportunities, avoid undue hardship and safeguard the minimum fair wage herein established. Regulations in effect on July 1, 1973, providing for a board deduction and allowance in an amount differing from that provided in this section shall be construed to be amended consistent with this section. Sec. 31-60-3. Deductions and allowances for reasonable value of board	<ul> <li>(6) his overtime wage as a separate item from his basic wage;</li> <li>(7) additions to or deductions from his wages each pay period;</li> </ul>	(B) The absence is taken pursuant to a bona fide paid time off benefits plan that specifically authorizes the substitution or reduction from accrued benefits for the time	<ul> <li>Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)</li> <li>Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination</li> </ul>	What can You Do if You Believe Discrimination has	inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.	PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act		
	THEREOF MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE. MINORS UNDER 18 YEARS OF AGE EMPLOYED IN AGRICULTURE MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE. MINORS EMPLOYED BY AGRICULTURAL EMPLOYERS WHO DID NOT, DURING THE PRECEDING CALENDAR YEAR, EMPLOY EIGHT OR MORE WORKERS AT THE SAME TIME SHALL BE PAID A MINIMUM WAGE OF NOT LESS THAN 70% OF THE MINIMUM	of eighteen years; and for such special cases or classes of cases as the commissioner finds appropriate to prevent curtailment of employment opportunities, avoid undue hardship and safeguard the minimum fair wage herein established. Regulations in effect on July 1, 1973, providing for a board deduction and allowance in an amount differing from that provided in this section shall be construed to be amended consistent with this section. Sec. 31-60-3. Deductions and allowances for reasonable value of board and lodging was repealed.	<ul> <li>his overtime wage as a separate item from his basic wage;</li> <li>additions to or deductions from his wages each pay period;</li> <li>his total wages paid each pay period;</li> <li>such other records as are stipulated in accordance with sections 31-60-1 through 31-60-16;</li> <li>working certificates for minor employees (sixteen to eighteen years). True and</li> </ul>	<ul> <li>(B) The absence is taken pursuant to a bona fide paid time off benefits plan that specifically authorizes the substitution or reduction from accrued benefits for the time that an employee is absent from work, provided the employee receives payment in an amount equal to his guaranteed salary.</li> <li>(4) No deduction of any kind shall be made for an absence of less than one week which results from a disciplinary suspension for violating ordinary rules of employee conduct.</li> </ul>	<ul> <li>Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)</li> <li>Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding</li> <li>Interference, coercion, or threats related to exercising</li> </ul>	What can You Do if You Believe Discrimination has Occurred?	inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. <b>Disability</b> Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training,	PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex		
	THEREOF MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE. MINORS UNDER 18 YEARS OF AGE EMPLOYED IN AGRICULTURE MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE. MINORS EMPLOYED BY AGRICULTURAL EMPLOYERS WHO DID NOT, DURING THE PRECEDING CALENDAR YEAR, EMPLOY EIGHT OR MORE WORKERS AT THE	of eighteen years; and for such special cases or classes of cases as the commissioner finds appropriate to prevent curtailment of employment opportunities, avoid undue hardship and safeguard the minimum fair wage herein established. Regulations in effect on July 1, 1973, providing for a board deduction and allowance in an amount differing from that provided in this section shall be construed to be amended consistent with this section. Sec. 31-60-3. Deductions and allowances for reasonable value of board	<ul> <li>(6) his overtime wage as a separate item from his basic wage;</li> <li>(7) additions to or deductions from his wages each pay period;</li> <li>(8) his total wages paid each pay period;</li> <li>(9) such other records as are stipulated in accordance with sections 31-60-1 through 31-60-16;</li> </ul>	<ul> <li>(B) The absence is taken pursuant to a bona fide paid time off benefits plan that specifically authorizes the substitution or reduction from accrued benefits for the time that an employee is absent from work, provided the employee receives payment in an amount equal to his guaranteed salary.</li> <li>(4) No deduction of any kind shall be made for an absence of less than one week which</li> </ul>	<ul> <li>Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)</li> <li>Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding</li> </ul>	What can You Do if You Believe Discrimination has Occurred?	inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. <b>Disability</b> Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination	PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as		

policies or general business operations of his employer or his employer's customers, or

tution, or of a department or sub

(B) the performance of functions in the administration of a school system or educational

related to the academic instruction or training carried on therein; and (2) who customarily

and regularly exercises discretion and independent judgement; and (3) (A) who regularly

and directly assists a proprietor, or an employee employed in a bona fide executive or

ons" means any premium or incentive compensation for business transacted whether based on per centum of total valuation or specific rate per unit of accomplishmer "Incentive plan" means any method of compensation, including, without limitation thereto, ommissions, piece rate, bonuses, etc., based upon the amount of results produced, where the payment is in accordance with a fixed plan by which the employee becomes entitled to the compensation upon fulfillment of the conditions established as part of the working reement, but shall be subject to the limitation hereinafter set forth.

(a) Definitions. For the purposes of this regulation, "piece rates" means an established rate

luding commissions and bonuses.

b) Record of wages. Each employer shall maintain records of wages paid to each employe who is compensated for his services in accordance with an incentive plan in such form as to enable such compensation to be translated readily into terms of average hourly rate on a weekly basis for each work week or part thereof of employment.

(c) Piece rates in relation to time rates. (1) When an employee is compensated solely at piece rates he shall be paid a sufficient amount at piece rates to yield an average rate of at least he minimum fair wage established by subsection (j) of section 31-58 of the Connecticut General Statutes for each hour worked in any week, and the wage paid to such employee shall be not less than the minimum fair wage established by subsection (j) of section 31-58 of the Connecticut General Statutes for each hour worked. (2) When an employee s compensated at piece rates for certain hours of work in a week and at an hourly rate fo other hours, the employee's hourly rate shall be at least the minimum fair wage established by subsection (i) of section 31-58 of the Connecticut General Statutes and his earnings from piece rates shall average at least the minimum fair wage established by subsection (j) of section 31-58 of the Connecticut General Statutes for each hour worked on piece rate for that work week, and the wage paid to such employee shall be not less than the minimum fair wage established by subsection (i) of section 31-58 of the Connecticut General Statutes for each hour worked. (3) When an employee is employed at a combination of hourly rate and piece rate for the same hours of work (i.e., an incentive pay plan superimposed upon an hourly rate or a piece rate coupled with a minimum hourly guarantee), the employed shall receive an average rate of at least the minimum fair wage established by subsection (i) of section 31-58 of the Connecticut General Statutes an hour for each hour worked in any week and the wage paid to such employee shall be not less than the minimum fair wage established by subsection (j) of section 31-58 of the Connecticut General Statutes for each hour worked.

(d) Commission.(1) When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum fair wage established by subsection (j) of section 31-58 of the Connecticut General Statutes per hour for each hour worked. (2) When an employee is paid in accordance with a finding for a base rate plus nmission, the wage paid weekly to the employee from these combined sources shall equal at least an average of the minimum fair wage established by subsection (j) of section 31-58 of the Connecticut General Statutes an hour for each hour worked in any work week. All commissions shall be settled at least once in each month in full. When earnings re derived in whole or in part on the basis of an incentive plan other than those defined herein, the employee shall receive weekly at least the minimum fair wage established by subsection (i) of section 31-58 of the Connecticut General Statutes per hour for each hour worked in the work week, and the balance earned shall be settled at least once monthly.

Sec. 31-60-2. Gratuities as part of the minimum fair wage. For the purposes of this section "gratuity" means a voluntary monetary contribution received by the employee from a guest, patron or customer for service rendered. (a) Unless otherwise prohibited by statutory provision or by a wage order, gratuities may be recognized as constituting a part of the minimum fair wage when all of the following provisions are complied with:

(1) The employee shall be engaged in an employment in which gratuities have customarily and usually constituted and have been recognized as part of his remuneration for hiring purposes and

(2) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on a daily, weekly or bi-weekly basis in a wage record, even hough payment is made more frequently, and

(3) Each employer claiming credit for gratuities as part of the minimum fair wage paid to any employee shall provide substantial evidence that not less than the amount claimed, which shall not exceed the allowance hereinafter provided, was received by the employee.

For example, an attestation or statement in electronic or written format demonstrating that wages recieved by the service employee, including gratuities together with other authorized allowances, represents a payment of not less than the minimum fair wage established by subsection (j) of section 31-58 of the Connecticut General Statutes per hour for each hour worked during the pay period, will be accepted by the commissioner as substantial evidence for purposes of this section provided all other requirements of this and other applicable regulations shall be complied with. Such attestation, statement, or substantial evidence shall satisfy the requirements of subdivisions (2) and (3) of this section.

Public Act 19-4, An Act Increasing the Minimum Fair Wage. iec. 31-60(b) The Labor Commissioner shall adopt such regulations, in accordance with he provisions of chapter 54, as may be appropriate to carry out the purposes of this part. Such regulations may include, but are not limited to, regulations defining and governing ar executive, administrative or professional employee and outside salesperson; learners and apprentices, their number, proportion and length of service; and piece rates in relation to time rates; and shall recognize, as part of the minimum fair wage, gratuities in an amount (1) equal to twenty-nine and three-tenths per cent, and effective January 1, 2009, equal to thirty-one per cent of the minimum fair wage per hour, and effective January 1, 2014, equal to thirty-four and six-tenths per cent of the minimum fair wage per hour, and effective anuary 1, 2015, and ending on June 30, 2019, equal to thirty-six and eight-tenths per cent of the minimum fair wage per hour for persons, other than bartenders, who are employed in the hotel and restaurant industry, including a hotel restaurant, who customarily and regularly receive gratuities, (2) equal to eight and two-tenths per cent, and effective

SEXUAL HARASSMENT IS ILLEGAL

and is prohibited by

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not over 18 years of age. To prevent curtailment of employment opportunities for minor and to provide a reasonable period during which training for adjustment to employment conditions may be accomplished, a minor may be employed at a modification of the minimum fair wage established by subsection (j) of section 31-58 of the general statutes, but at not less than 85% of the minimum wage, for the first 200 hours of employment. When a minor has had an aggregate of two hundred hours of employment, he may not be employed by the same or any other employer at less than the minimum fair wage.\*

Sec. 31-60-6. Minors under the age of 18.

\*This subsection is amended by P.A. 19-4, An Act Increasing the Minimum Fair Wage. CGS Sec. 31-58(i)(5). The rates for all persons under the age of eighteen years, except emancipated minors, shall be not less than eighty-five per cent of the minimum fair wage for the first ninety days of such employment, or ten dollars and ten cents per hour, whichever is greater, and shall be equal to the minimum fair wage thereafter, except in institutional training programs specifically exempted by the commissioner

(b) In addition to the records required by section 31-66 of the 1969 supplement to the general statutes, each employer shall obtain from each minor to be employed at a modification of the minimum fair wage rate as herein provided, a statement of his employment prior to his date of accession with his present employer. Such statement o employment, supplemented by the present employer's record of hours worked by the minor while in his employ, will be deemed satisfactory evidence of good faith on the part of the employer with respect to his adherence to the provisions of this regulation, provided such record shall be in complete compliance with the requirements of section 31-66 of the general statutes and section 31-60-12.

c) Deviation from the provisions of this regulation will cancel the modification of the imum fair wage herein provided for all hours during which the violation prevailed and for such time the minimum wage shall be paid.

Sec. 31-60-7. Learners. [This regulation contains the requirements to apply to the Labor Commissioner for a subminimum rate in an occupation which is not apprenticeable.]

#### Sec. 31-60-8. Apprentices

[Under this regulation, apprentices duly registered by the Connecticut State Apprenticeship Council of the Labor Department may not be employed at less than the minimum wage Inless permission has been received from the Labor Commissioner through an application

#### Sec. 31-60-9. Apparel.

For the purpose of this regulation, "apparel" means uniforms or other clothing supplied by the employer for use in the course of employment but does not include articles of clothing purchased by the employee or clothing usually required for health, comfort or convenience of the employee. An allowance (deduction) not to exceed \$1.50 per week or the actual cost, whichever is lower, may be permitted to apply as part of the minimum fair wage for the maintenance of wearing apparel or for the laundering and cleaning of is not specifically required by his employer to be subject to call but is contacted by his employer or on the employer's authorization directly or indirectly and assigned to duty, working time shall begin when the employee is notified of his assignment and shall end when the employee has completed his assignment.

#### Sec. 31-60-10. Travel time.

(a) For the purpose of this regulation, "travel time" means that time during which a worker is required or permitted to travel for purposes incidental to "a performance of his employment but does not include time spent traveling from home to his usual place of employment or return to home, except as hereinafter provided in this regulation (b) When an employee, in the course of his employment, is required or permitted to trave or purposes which inure to the benefit of the employer, such travel time shall be considered to be working time and shall be paid for as such. Expenses directly incidental to and resulting from such travel shall be paid for by the employer when payment made by the employee would bring the employee's earnings below the minimum fair wage. (c) When an employee is required to report to other than his usual place of employment at the beginning of his work day, if such an assignment involves travel time on the part of the employee in excess of that ordinarily required to travel from his home to his usual place of

oyment, such additional travel time shall be considered to be working time and shall be paid for as such. (d) When at the end of a work day a work assignment at other than his usual place of employment involves, on the part of the employee, travel time in excess of that ordinarily required to travel from his usual place of employment to his home, such additional trave ne shall be considered to be working time and shall be paid for as such.

#### Sec. 31-60-11. Hours worked.

1071CE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the

eral minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

(a) For the purpose of this regulation, "hours worked" include all time during which an employee is required by the employer to be on the employer's premises or to be on duty, or to be at the prescribed work place, and all time during which an employee is employed or mitted to work, whether or not required to do so, provided time allowed for meals shall be excluded unless the employee is required or permitted to work. Such time includes, but shall not be limited to, the time when an employee is required to wait on the premises while no work is provided by the employer. Working time in every instance shall be computed to the nearest unit of 15 minutes

(b) All time during which an employee is required to be on call for emergency service at a location designated by the employer shall be considered to be working time and shall be paid for as such, whether or not the employee is actually called upon to work. (c) When an employee is subject to call for emergency service but is not required to be at a location designated by the employer but is simply required to keep the employer informed as to the location at which he may be contacted, or when an employee is not specifically required by his employer to be subject to call but is contacted by his employer or on the employer's authorization directly or indirectly and assigned to duty, working time shall

inspection procedures of the labor department, or is not practical for enforcement purposes. Where permission is granted to maintain wage records at other than the place of employment, a record of total daily and weekly hours worked by each employee shall also be available

records at the place of employment either

(1)

other than the place of employment when it is demonstrated that the retention of such

works an undue hardship on the employer without materially benefiting the

for inspection in connection with such wage records. (c) In the case of an employee who spends 75% or more of his working time away from his employer's place of business and the maintaining of time records showing the beginning and ending time of each work period for such employee either imposes an undue hardship upon the employer or exposes him to jeopardy because of his inability to control the accuracy of such entries, a record of total daily and total weekly hours will be approved as fulfilling the record keeping requirements of this section. However, in such cases, th original time entries shall be made by the employee in his own behalf and the time entries made by the employee shall be used as the basis for payroll records. (d) The employer shall maintain and retain for a period of 3 years the following information and data on each individual employed in a bona fide executive, administrative or professional capacity.

His name; (2) his home address: the occupation in which he is employed

his total wages paid each work period the date of payment and the pay period covered by payment.

Sec. 31-60-14. Employee in a bona fide Executive capacity.

(a) For the purposes of section 31-58 (f) of the general statutes, as amended, "employee employed in a bona fide executive capacity" means any employee (1) whose primary duty consists of the management of the enterprise in which he is employed or of a customarily recognized department or subdivision thereof; and (2) who customarily and regularly directs the work of two or more other employees therein; and (3) who has the authority to hire or fire other employees or whose suggestions and recommendations as to the hiring or firing and as to the advancement and promotion or any other change of status of other employees will be given particular weight; and (4) who customarily and regularly exercise discretionary powers; and (5) who does not devote more than twenty percent, or, in the case of an employee of a retail or service establishment who does not devote as much as forty percent, of his hours of work in the workweek to activities which are not directly and closely related to the performance of the work described in subdivisions (1) to (4), inclusive, of this section; provided this subdivision shall not apply in the case of an employee who own at least twenty percent interest in the enterprise in which he is employed; and (6) who is compensated for his services on a salary basis at a rate of not less than four hundred dollars per week exclusive of board, lodging, or other facilities, except that this subdivision shall not apply in the case of an employee in training for a bona fide executive position as defined in this section if (A) the training period does not exceed six months; and (B) the employee is compensated for his services on a salary basis at a rate not less than three hundred seventy-five dollars per week exclusive of board, lodging, or other facilities during the training period; (C) a tentative outline of the training program has been approved by the labor commissioner; and (D) the employer shall pay tuition costs, and fees, if any, for such instruction and reimburse the employee for travel expenses to and from each destination other than local, where such instruction or training is provided. Any trainee program so approved may be terminated at any time by the labor commissioner upon proper notice, if he finds that the intent of the program as approved has not been carried out. An employee who is compensated on a salary basis at a rate of not less than four hundred seventy-five dollars per week, exclusive of board, lodging, or other facilities, and whose primary duty consists of the management of the enterprise in which he is employed or of a customarily recognized department or subdivision thereof, and includes the customary and regula direction of the work of two or more other employees therein, shall be deemed to meet all

of the requirements of this section. (b) "Salary basis" means a predetermined amount paid for each pay period on a weekly or less frequent basis, regardless of the number of days or hours worked, which amount is not subject to reduction because of variations in the quality or quantity of the work performed and which amount has been the subject of an employer advisement as required by section

(1) Although the employee need not be paid for any workweek in which he performed no work, deductions may only be made in the following five (5) instances: (A) During the initial and terminal weeks of employment, an employer may pay a

proportionate part of an employee's salary for the time actually worked; (B) Deductions may be made for one or more full days if the employee is absent for

(C) Deductions may be made for one or more full days of sickness or disability provided the deduction is made pursuant to a bona fide plan, policy or practice of naking deductions from an employee's salary after sickness or disability leave has

een exhausted which has been disclosed to the employee in accordance with section 31-71f of the Connecticut General Statutes (D) Deductions may be made for absences of less than one full day taken pursuant to the federal family medical leave act, 29 USC 2601 et seq., or the Connecticut family and medical leave act, section 31-51kk et seq., of the Connecticut General Statutes, as permitted by 29 CFR 825.206 or by section 31-51qq-17 of the regulations of

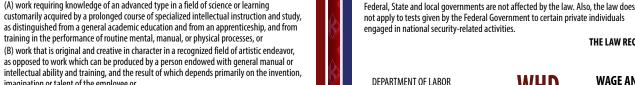
Connecticut state agencies: or (E) Deductions may be made for one or more full days if the employee is absent as a result of a disciplinary suspension for violating a safety rule of major significance. Safety rules of major significance include only those relating to the prevention of serious danger to the employer's premises, or to other employees (2)(A) No deduction of any kind shall be made for any part of a workweek absence that is

attributable to

(i) lack of work occasioned by the operating requirements of the employer;

Employees should contact their local unemployment office for information on how to claim unemployment benefits





Most private employer

Union

Discriminatory?

FED

the course of employment

UNITED STATES OF AMERICA

or for exercising other rights under the Act.

PROHIBITIONS

EXEMPTIONS

CT

**EMPLOYMEN1** 

CT

employment and licensing), Veteran status

Staffing agencies

All aspects of employment, including

Hiring or promotio

State and local governments (as employers)

What Employment Practices can be Challenged as

magination or talent of the employee of (C) teaching, tutoring, instructing or lecturing in the activity of imparting knowledge while mployed and engaged in this activity as a teacher certified or recognized as such in the school system or educational establishment or institution by which he is employed; and (2) whose work requires the consistent exercise of discretion and judgement in its performance: and

performance of

requirements of this section.

NOTICE: Employers must contact their local unemployment office or the state agency responsible for unemployment compensation to receive the official Unemployment Insurance posting.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S UNEMPLOYMENT INSURANCE POSTING REQUIREMENT.

NOTICE

(3) whose work is predominantly intellectual and varied in character, as opposed to routine mental, manual, mechanical or physical work, and is of such character that the output produced or the result accomplished cannot be standardized in relation to a given period of

(4) who does not devote more than twenty percent of his hours worked in the workweek to activities which are not an essential part of and necessarily incident to the work described in subdivision (1) to (3), inclusive, of this section; and

(5) who is compensated for his services on a salary or fee basis at a rate of not less than four hundred dollars per week exclusive of board, lodging, or other facilities; provided this subdivision shall not apply in the case of an employee who is the holder of a valid license or certificate permitting the practice of law or medicine or any of their branches and who is actually engaged in the practice thereof, or in the case of an employee who is the holder of the requisite academic degree for the general practice of medicine and is engaged in an internship or resident program pursuant to the practice of medicine or any of its branches, or in the case of an employee employed and engaged as a teacher as provided in subdivision (1) (C) of this section, and provided an employee who is compensated on a salary or fee basis at a rate of not less than four hundred seventy-five dollars per week exclusive of board lodging or other facilities, and whose primary duty consists of the performance either of work described in subdivision (1) (A) or (C) of this section which includes work requiring the consistent exercise of discretion and judgement, or of work requiring invention, imagination or talent in a recognized field of artistic endeavor, shall be deemed to meet all of the

(b) "Salary basis" [refer to Section 31-60-14.] (c) "Fee basis" means the payment of an agreed sum for the accomplishment of a single task regardless of the time required for its completion. A fee basis payment shall be permitted only for jobs which are unique in nature rather than for a series of jobs which are repeated an indefinite number of times and for which payment on an identical basis is made over and over again. Payment on a fee basis shall amount to a rate of not less than the rate set forth

in subsection (a) of this section. Thomas Wydra, Directo Wage and Workplace Standards Division

CONNECTICUT

12/01/2023

DEPARTMENT OF LABOR

Partner of the America Job Center Network

(3) "Electronic monitoring" means the collection of information on an employer's

remises concerning employees' activities or communications by any means other than direct

observation, including the use of a computer, telephone, wire, radio, camera, electromagnetic otoelectronic or photo-optical systems, but not including the collection of information (A)

www.eeoc.gov/field-office) E-Mail info@eeoc.gov Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical Additional information about the FEOC. including information about filing a charge of discrimination, is available at www.eeoc.gov. Pay (unequal wages or compensation

**Submit** an inquiry through the EEOC's public portal:

1-800-669-4000 (toll free)

1-800-669-6820 (TTY)

Visit

https://publicportal.eeoc.gov/Portal/Login.gspx

1-844-234-5122 (ASL video phone)

an EEOC field office (information at

nd advance in em individuals with disabilities at all levels of employment, including programs or activities which receive Federal financial assistance the executive level. Protected Veteran Status

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discriminatio against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from activ duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

who is an applicant or employee, barring undue hardship to the

employer. Section 503 also requires that Federal contractors take

affirmative action to employ ar

Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, rohibits employment discrimination on the basis of disability ir any program or activity which receives Federal financial assistance Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such

of employment, or where employment discrimination cause

or may cause discrimination in providing services under such

programs. Title IX of the Education Amendments of 1972 prohibit



REV. 02/2022

### **EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT** The Employee Polygraph Protection Act prohibits most private employers The Act permits polygraph (a kind of lie detector) tests to be administered in the

from using lie detector tests either for pre-employment screening or during private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or

status

The Act also permits polygraph testing, subject to restrictions, of certain employee of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer discriminating against an employee or prospective employee for refusing to take a test The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized **ENFORCEMENT** 

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions

Where polygraph tests are permitted, they are subject to numerous strict standards

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

On the basis of: age, ancestry, color, genetic information, learning disability, marital

harassment, transgender status, gender identity or expression, sexual orientation or

civil union status, workplace hazards to reproductive systems, criminal record (in state

status, past or present history of mental disability, intellectual disability, national

origin, physical disability, race, religious creed, sex, including pregnancy, sexual

www.dol.gov/agencies/whd

1-866-487-9243

assistance.

### Discrimination is Illegal

### *Connecticut law prohibits discrimination in:*

HOUSING & PUBLIC ACCOMMODATIONS On the basis of: age, ancestry, breastfeeding in a place of public accommodation, color, familial status (in housing), lawful source of income, learning disability, marital

status, mental disability, intellectual disability, national origin, physical disability,

race, religious creed, sex, transgender status, gender identity or expression, sexual

orientation or civil union status, use of a guide dog/training a guide dog, Veteran

CREDIT TRANSACTIONS

**EXAMINEE RIGHTS** 

On the basis of: age, ancestry, blindness, color, learning disability, marital status, intellectual disability, national origin, physical disability, race, religious creed, sex, transgender status, gender identity or expression, sexual orientation or civil union status. Veteran status In: loans, mortgages, any credit transactions

If you believe you have experienced illegal discrimination, the CT Commission on out cost to you. It is illegal for anyone to retaliate

In: recruiting, hiring, referring, classifying, promoting, advertising, discharging, training, laying off, compensating, terms and conditions By: employers, employment agencies, labor organization		<i>In</i> : services rendered the public, rentals and sales of public and private housing			Hyou believe you have experienced life Human Rights will investigate without against you for filing a complaint.	
		For assistance contact: Connecticut Commission on Human Rights & Opportunities				
			Telephone	TDD	FAX	
	Southwest Region	350 Fairfield Avenue, Bridgeport, CT 06604	203-579-6246	203-579-6246	203-579-6950	
	West Capitol Region	55 West Main Street, Suite 210, Waterbury, CT 06702	203-805-6579	203-805-6579	203-805-6559	
	Capitol Region	450 Columbus Blvd Suite 2, Hartford, CT 06103	860-566-7710	860-566-7710	860-566-1997	
	Eastern Region	100 Broadway, Norwich, CT 06360	860-886-5703	860-886-5707	860-886-2550	
	Administrative Office	450 Columbus Blvd Suite 2, Hartford, CT 06103	860-541-3400	860-541-3459	860-246-5419	
		website: <u>www.st</u>	tate.ct.us/chro			

This notice provides general information about Connecticut law and is not to be considered as equivalent of the complete text.

Health Insurance is Complicated.

Don't Worry Alone Free, Expert Assistance & Representation

Insurance Denials & Appeals, Billing Errors, and Access to Care Any type of health coverage – Commercial, Medicare, HUSKY & others

OHA There's help. Call: 1.866.466.4446 Office of the Healthcare Advocate Visit: ct.gov/oha Email: Healthcare.Advocate@ct.gov

## STATE OF CONNECTICUT A free service of the State of Connecticut.



CT Commission on Human Rights and Opportunities *Promoting Equality and Justice for all People* TO THE EMPLOYEES OF Examples of Sexual Harassment Remedies For Sexual Harassment Unwelcome sexual advances Cease and desist orders Suggestive or lewd remarks Back pay In accordance with §31-48d of the Connecticut General Statutes, this will serve as notice tha

31-71f of the Connecticut General Statutes. personal reasons other than sickness or accident

