THEREOF MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE.

MINORS UNDER 18 YEARS OF AGE EMPLOYED BY THE STATE OR POLITICAL SUBDIVISION

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 WAGE

AS DEFINED IN SECTION 31-58. MINORS IN OTHER EMPLOYMENT - SEE SECTION 31-60-6

Who is Protected? Employees (current and former), including manager and temporary employees Job applicants Union members and applicants for membership in a union rights regarding disability discrimination or pregnancy What Organizations are Covered? What Employment Practices can be Challenged as **Discriminatory?** All aspects of employment, including: State and local governments (as employers) Discharge, firing, or lay-off Educational institutions (as employers) Harassment (including unwelcome verbal or physical conduct) Staffing agencies What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate

against you, regardless of your immigration status, on the Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice Sex (including pregnancy, childbirth, and related medical Job training conditions, sexual orientation, or gender identity) Referral

Age (40 and older) Obtaining or disclosing genetic information • Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)

 Requesting or disclosing medical information **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, on inquiring about, disclosing, or discussing their compensation or the compensation barring undue hardship to the employer. Section 503 also requires that Federal OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

of discrimination, is available at www.eeoc.gov The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) contractors take affirmative action to employ and advance in employment qualified enforces the nondiscrimination and affirmative action commitments of companies individuals with disabilities at all levels of employment, including the executive level. doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and sunder Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, an included 38 of 35.5. 4212, prohibits employment discrimination 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 active duty), active duty wartime or campaign badge veterans, or Armed Forces color, religion, sex, sexual orientation, gender identity, or national origin, and requires service medal veterans. **Retaliation** Retaliation is prohibited against a person who affirmative action to ensure equality of opportunity in all aspects of employment. opposes discrimination by Federal contractors under these Federal laws. Any person who protects applicants and employees of Federal contractors from discrimination based believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract of other applicants or employees. **Disability** Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in Washington, D.C. 20210 1–800–397–6251 (toll-free) If you are deaf, hard of hearing, or hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes

have a speech disability, please dial 7–1–1 to access telecommunications relay services.

OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, in most telephone directories under U.S. Government, Department of Labor and on

with someone exercising their rights, or someone

assisting or encouraging someone else to exercise

ights, regarding disability discrimination (including

accommodation) or pregnancy accommodation
What can You Do if You Believe Discrimination ha

Occurred? Contact the EEOC promptly if you suspect

(180 or 300 days, depending on where you live/work)

You can reach the EEOC in any of the following ways:

Submit an inquiry through the EEOC's public portal:

imits for filing a charge of discrimination

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

Visit an EEOC field office (information at

Additional information about the EEOC.

ncluding information about filing a charge

www.eeoc.gov/field-office)

E-Mail info@eeoc.gov

(call 1-800-669-4000 (toll free)

discrimination. Do not delay, because there are strict time

1–800–669–6820 (TTY) 1–804–234–5122 (ASL video phone) 1–844–234–5122 (information at

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits amended, prohibits employment discrimination on the basis of disability in any iscrimination on the basis of race, color or national origin in programs or activities receiving program or activity which receives Federal financial assistance. Discrimination is Federal financial assistance. Employment discrimination is covered by Title VI if the primary prohibited in all aspects of employment against persons with disabilities who, with o objective of the financial assistance is provision of employment, or where employment without reasonable accommodation, can perform the essential functions of the job. I ination causes or may cause discrimination in providing services under such programs. you believe you have been discriminated against in a program of any institution which Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

(Revised 6/27/2023)

DISCRIMINATION **DISCRIMINATION IS ILLEGAL** CONNECTICUT LAW prohibits discrimination in: EMPLOYMENT, HOUSING, PUBLIC ACCOMMODATIONS, AND CREDIT TRANSACTIONS age, alienage, ancestry, color, disability (past and present intellectual, mental, learning, and physical disabilities, including, but not limited to, **COMMISSION ON** blindness, deafness, mobility impairments, and use of a guide dog or guide dog in training) familial status (housing only) gender identity or expression, genetic information (employment only), lawful source of income (housing and public accommodations only), marital status, national & OPPORTUNITIES origin, race, religious creed, sex (including pregnancy, childbirth and related conditions, accommodations for pregnancy, breastfeeding, and sexual harassment), sexual orientation, status as a veteran, status as a victim of domestic violence, criminal conviction erased criminal history, retaliation fo

semana que contiene el 1 de enero de cada año, proporcionará licencia por enfermedad pagada

ento de Registros Los empleadores deben rastrear y mantener registros de las horas

medad, lesión o estado de salud; • el diagnóstico médico, la atención o el tratamiento de una

para recibir atención médica o asesoramiento psicológico o de otro tipo por lesiones o

• a participar en cualquier procedimiento civil o penal relacionado con o como resultado de dicha

violencia familiar o agresión sexual. "Miembro de la familia" significa un cónyuge, hermano, hijo,

abuelo, nieto o padre de un empleado, o una persona que está relacionada con el empleado po

de que se está tomando licencia por enfermedad pagada por una razón cubierta por la ley de

presenta una queja ante el Comisionado Laboral alegando la violación de la ley por parte del

virtud de un acuerdo de negociación colectiva, prevalecerá o anulará los términos de cualquier

sangre o por una afinidad cuya asociación cercana el empleado demuestra que es equivalente a esa

Documentación Ningún empleador puede exigir a un empleado que proporcione documentación

Prohibición de Represalias o Discriminación Ningún empleador tomará medidas personales de

Negociación colectiva Nada en la ley disminuirá los derechos otorgados a cualquier empleado en

puede presentar una queja ante el Comisionado Laboral. Al recibir dicha queja, dicho Comisionado podrá programar una audiencia. Después de una audiencia, el Comisionado puede imponer una

https://portal.ct.gov/dol/divisions/wage-and-workplacestandards/wage complaint?language=en_

Esta no es la ley completa de Licencia por Enfermedad Pagada. Comuníquese con su oficina de

advance notice is not possible, give notice as soon as possible. You do not have to share a

medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You <u>must</u> also inform your

employer if FMLA leave was previously taken or approved for the same reason when

requesting additional leave. Your employer may request certification from a health care

provider to verify medical leave and may request certification of a qualifying exigency. The FMLA does not affect any federal or state law prohibiting discrimination or supersede any

state or local law or collective bargaining agreement that provides greater family or medical leave rights. State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain

you are eligible for FMLA leave, your **employer <u>must</u>:** • Allow you to take job-protected time

off work for a qualifying reason, • Continue your group health plan coverage while you are or

leave on the same basis as if you had not taken leave, and • Allow you to return to the same

including shift and location, at the end of your leave. Your employer cannot interfere with

cooperating with a WHD investigation. After becoming aware that your need for leave is for

reason that may qualify under the FMLA, your **employer** <u>must</u> **confirm whether you are eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, you

job, or a virtually identical job with the same pay, benefits and other working conditions,

example, your employer cannot retaliate against you for requesting FMLA leave or

employer must notify you in writing: • About your FMLA rights and

have been violated, you may file a complaint with WHD or file a

private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.

responsibilities, and • How much of your requested leave, if any, will be FMLA

protected leave. Where can I find more information? Call 1-866-487-9243

or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA

ional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. What does my employer need to do? If

Remedies For Sexual Harassment

Cease and desist orders

Compensatory damages

Fmotional distress damages

SCAN ME

Hiring, promotion or

Back pay

Los empleados pueden presentar una queja en la página web del Departamento de Trabajo:

para obtener servicios de una organización de servicios para víctimas;

reubicarse debido a dicha violencia familiar o agresión sexual;

represalia ni discriminará a un empleado porque el empleado

Examples of Sexual Harassment

Retaliation for complaining about sexual

Unwelcome sexual advances

Requests for sexual favors

cartoons or drawings

harassment

Unwanted hugs, touches, or kisses

Derogatory or pornographic posters

Do you believe you have been discriminated against? Call us at (860) 541-3400, scan the QR Code or visit https://portal.ct.gov/chro to contact CHRO today.

PAID SICK LEAVE NOTICE **NOTICE CONNECTICUT GENERAL STATUTES AVISO ESTATUTOS GENERALES DE CONNECTICUT §§ 31-57R** §§ 31-57R - 31-57W - PAID SICK LEAVE 31-57W - LICENCIA POR ENFERMEDAD PAGADA Each employer with 25 or more employees, based on the number of employees Cada empleador con 25 o más empleados, según la cantidad de empleados en su nómina para la

go igual a la mayor de las siguientes cantidades.

discapacidades físicas o psicológicas;

empleador.

SEXUAL HARASSMENT

SEXUAL HARASSMENT IS ILLEGAL and is prohibited by

The Connecticut Discrimination Employment Practices Act,

and Title VII of the Civil Rights Act of 1964

Connecticut law requires that a written complaint be filed with the Commission within 300 days of the date the alleged harassment for events occurring on or after October 1, 2019.

If you feel you have been discriminated against, contact the Connecticut Commission on Human Rights and Opportunities at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

leave annually to each of its employees in the state. The paid sick leave shall accrue anualmente a cada uno de sus empleados en el estado. La licencia por enfermedad pagada se beginning January 1, 2025, for current employees, or for employees hired after acumulará a partir del 1 de enero de 2025 para los empleados actuales o para los empleados January 1, 2025, beginning on the employee's date of employment contratados después del 1 de enero de 2025, a partir de la fecha de empleo del empleado. **Accrual** The accrual is at a rate of 1 hour of paid sick leave for each 30 hours worked by Acumulación La acumulación es a una tasa de 1 hora de licencia por enfermedad pagada por cada n employee up to a maximum of 40 hours per year (the employer shall choose any 30 horas trabajadas por un empleado hasta un máximo de 40 horas por año (el empleador elegirá cualquier período de 365 días utilizado para calcular los beneficios del empleado con el fin de 365-day period used to calculate employee benefits in order to administer paid sick administrar la licencia por enfermedad pagada).

• Ningún trabajador tendrá derecho a utilizar más del número máximo de horas acumuladas leave). • No employee shall be entitled to use more than the maximum number of Transferir Cada empleado tendrá derecho a transferir hasta 40 horas acumuladas no utilizadas de Carry OverEach employee shall be entitled to carry over up to 40 unused accrued hours of paid sick leave from the current year period to the following year period. **Use of Paid Sick Leave**An employee shall be entitled to the use of accrued paid sick licencia por enfermedad pagada del período del año en curso al período del año siguiente. Uso de la Licencia por Enfermedad Pagada Un empleado tendrá derecho de usar la licencia po enfermedad pagada acumulada 120 días calendario después de su fecha de contratación. Los leave 120 calendar days after their date of hire. Employees may use accrued paid sick leave in one-hour increments. empleados pueden usar la licencia por enfermedad pagada acumulada en incrementos de una hora ecordkeepingEmployers must track and keep records of hours worked and paid sick leave accrued and used for every employee. trabajadas y la licencia por enfermedad pagada acumulada y utilizada para cada empleado. Pago Cada empleador pagará a cada empleado por licencia por enfermedad pagada a una tasa de Pay Each employer shall pay each employee for paid sick leave at a pay rate equal to the greater of either: • the normal hourly wage for that employee; or • the minimum fair wage rate under section 31-58 of the general statutes in effect for • el salario normal por hora de ese empleado; o · La tasa de salario mínimo justo bajo la sección 31-58 de los Estatutos Generales vigentes para e the pay period during which the employee used paid sick leave. Reasons for Use of Leave An employeé may use paid sick leave for his or her own: período de pago durante el cual el empleado utilizó la licencia por enfermedad pagada. • illness, injury or health condition; • the medical diagnosis, care or treatment of his or Razones para el uso de la licencia Un empleado puede usar la licencia por enfermedad pagada por su propio (a): • enfermedad, lesión o estado de salud: • el diagnóstico médico, la atención o el her mental illness or physical illness, injury or health condition; preventative medical care; or • mental health wellness day.

on its payroll for the week containing January 1st annually, shall provide páid sick

tratamiento de su enfermedad mental o enfermedad física, lesión o condición de salud; atención médica preventiva: o · día del bienestar de la salud mental. An employee may use paid sick leave for a family member's • illness, injury or health condition; • the medical diagnosis, care or treatment of a mental Un empleado puede usar la licencia por enfermedad pagada por un miembro de familia por: or physical illness, injury or health condition; or • preventative medical care. An employee may use paid sick leave when either:
• the employer's place of business; or • a family member's school or place of care closes enfermedad mental o física, una lesión o una afección de salud: o · atención médica preventiva. Un empleado puede usar la licencia por enfermedad pagada para el cierre por orden de un by order of a public official due to a public health emergency. funcionario público, debido a una emergencia de salud pública, de (1) el lugar de trabajo de un empleador o (2) la escuela o lugar de cuido de un miembro de la familia. Un empleado puede usar la An employee may use paid sick leave when a health authority, the employer of the licencia por enfermedad pagada cuando una autoridad de salud, el empleador del empleado o el miembro de la familia del empleado, o un proveedor de atención médica determina employee or the employee's family member, or a health care provider determines that the employee or the employee's family member poses a risk to the health of others que el empleado o el miembro de la familia del empleado representa un riesgo para la salud de los because of exposure to a communicable disease. demás debido a la exposición a una enfermedad transmisible Un empleado puede usar la licencia por enfermedad pagada si el empleado o un miembro de la familia del empleado es víctima de violencia familiar o agresión sexual

An employee may use paid sick leave if the employee or the employee's family member is a victim of family violence or sexual assault: • for medical care or psychological or other counseling for physical or psychological iniury or disability to óbtain services from a victim services organization • to relocate due to such family violence or sexual assault; to participate in any civil or criminal proceedings related to or resulting from such

amily violence or sexual assault. "Family member" means a spouse, sibling, child, grandparent, grandchild, or parent of an employee, or an individual who is related to he employee by blood or by an affinity whose close association the employee shows to be equivalent to those family relationships. **Documentation** No employer shall require an employee to provide any documentation that paid sick leave is being taken for a reason covered by the paid sick leave law. Prohibition of Retaliation or Discrimination No employer shall take retaliatory personnel action or discriminate against an employee because the employee: requests or uses paid sick leave either in accordance with the act: or in accordance with the employer's own paid sick leave policy, as the case may be; or •files a complaint with the Labor Commissioner alleging the employer's violation of the act.

• solicita o utiliza la licencia por enfermedad pagada, ya sea de acuerdo con la Ley; o
• de acuerdo con la política de licencia por enfermedad pagada del empleador, según sea el caso; o **Collective Bargaining**Nothing in the act shall diminish any rights provided to any employee under a collective bargaining agreement, preempt or override the terms of any collective bargaining agreement effective prior to January 1,

Complaint Process Any employee aggrieved by a violation of the provisions of the law acuerdo de negociación colectiva vigente antes del 1 de enero de 2012 o el 1 de julio de 2012, de may file a complaint with the Labor Commissioner. Upon receipt of any such complaint, said Commissioner may hold a hearing. After a hearing, the Commissioner may assess a **Proceso de quejas** Cualquier empleado agraviado por una violación de las disposiciones de la ley Employees may file a complaint on the Department of Labor website: https://portal.ct.gov/dol/divisions/wage-and-workplacestandards/ <u>wage-complaint?language=en_US</u>

This is not the complete Paid Sick Leave law. Please contact vour Human Resources office for additional information.

COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

employment decisións affecting such individúal; or

Sexual harassment means: "Any unwelcome sexual advances or requests for sexual favors

(2) Submission to or rejection of such conduct by an individual is used as the basis for

(3) Such conduct has the purpose or effect of substantially interfering with an individual's

Individuals who engage in acts of sexual harassment may be subject to civil and criminal

/hat is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides

eligible employees with **job-protected leave** for qualifying family and medical reasons. The

mployees. Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month

period for: • The birth, adoption or foster placement of a child with you, • Your serious mental

or physical health condition that makes you unable to work, • To care for your spouse, child or

MLA leave in a single 12-month period to care for the servicemember. You have the right to

use FMLA leave in **one block of time.** When it is medically necessary or otherwise permitted

employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave. **Am I eligible to take FMLA leave?** You a

n eligible employee if all of the following apply: • You work for a covered employer, • You

0 employees within 75 miles of your work location. Airline flight crew employees have

ave worked for your employer at least 12 months, • You have at least 1,250 hours of service or your employer during the 12 months before your leave, and • Your employer has at least

rent "hours of service" requirements. You work for a **covered employer** if one of the

ollowing applies: • You work for a private employer that had at least 50 employees during at

ublic or private secondary school, or • You work for a public agency, such as a local, state o

ederal government agency. Most federal employees are covered by Title II of the FMI A.

dministered by the Office of Personnel Management. How do I request FMLA leave?

equesting leave, • Give notice at least 30 days before your need for FMLA leave, or • If

All workers have the right to:

Raise a safety or health concern with

related injury or illness, without being

Receive information and training on

job hazards, including all hazardous

Reguest a confidential OSHA inspection

of your workplace if you believe there are

unsafe or unhealthy conditions. You have

the right to have a representative contact

Participate (or have your representative

participate) in an OSHA inspection and

• File a complaint with OSHA within 30

See any OSHA citations issued to your

Request copies of your medical records,

workplace, and the workplace injury and

tests that measure hazards in the

This poster is available free from OSHA.

Contact OSHA. We can help.

days (by phone, online or by mail) if you

have been retaliated against for using your

speak in private to the inspector.

substances in your workplace.

your employer or OSHA, or report a work-

A safe workplace.

retaliated against.

OSHA on your behalf.

employer.

illness log.

Generally, **to request FMLA leave you must: •** Follow your employer's normal policies for

least 20 workweeks in the current or previous calendar year. • You work for an elementary or

parent with a serious mental or physical health condition, and • Certain qualifying reasons

servicemember. An eligible employee who is the spouse, child, parent or next of kin of a vered servicemember with a serious injury or illness <u>may</u> take up to 26 workweeks of

schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more

nformation. FMLA leave is **not paid leave**, but you may choose, or be required by your

lated to the foreign deployment of your spouse, child or parent who is a military

J.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most

work performance or creating an intimidating, hostile or offensive working environment.

For harassment occurring before October 1, 2019, complaints must be filed within 180 days of the harassment.

Promoting Equality and Justice for all People

or any conduct of a sexual nature when:

of an individual's employment:

2012, or July 1, 2012, pursuant to chapter 319pp.

EMPLOYEE POLYGRAPH PROTECTION ACT and from discharging, disciplining, or discriminating suspected of involvement in a workplace incident (theft, under the Act. EXEMPTIONS Federal, State and local of any State or local law or any collective bargaining READILY SEE IT. governments are not affected by the law. Also, the law agreement which is more restrictive with respect to lie does not apply to tests given by the Federal Government detector tests. **EXAMINEE RIGHTS** Where polygraph to certain private individuals engaged in national tests are permitted, they are subject to numerous strict security-related activities. The Act permits polygraph (a standards concerning the conduct and length of the kind of lie detector) tests to be administered in the test. Examinees have a number of specific rights,

he Employee Polygraph Protection Act prohibits private sector, subject to restrictions, to certain including the right to a written notice before testing te employers from using lie detector tests prospective employees of security service firms the right to refuse or discontinue a test, and the right either for pre-employment screening or during the (armored car, alarm, and quard), and of pharmaceutical not to have test results disclosed to unauthorize course of employment. PROHIBITIONS Employers are manufacturers, distributors and dispensers. The Act also persons. ENFORCEMENT The Secretary of Labor may penerally prohibited from requiring or requesting any permits polygraph testing, subject to restrictions, of bring court actions to restrain violations and assess civi employee or job applicant to take a lie detector test, certain employees of private firms who are reasonably penalties against violators. Employees or job applicant against an employee or prospective employee for embezzlement, etc.) that resulted in economic loss to REQUIRES EMPLOYERS TO DISPLAY THIS POSTER refusing to take a test or for exercising other rights the employer. The law does not preempt any provision WHERE EMPLOYEES AND JOB APPLICANTS CAN DEPARTMENT OF LABOR

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

JSERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the **EEMPLOYMENT RIGHTS** You have the right to be reemployed in your civilian job if you leave that job to perform •If you leave your job to perform military service, you have the right to elect to service in the uniformed service and: continue your existing employer-based health plan coverage for you and your vou ensure that your employer receives advance written or verbal notice of your service dependents for up to 24 months while in the military. you have five years or less of cumulative service in the uniformed services while with Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition that particular employer you return to work or apply for reemployment in a timely manner after conclusion of exclusions) except for service-connected illnesses or injuries

you have not been separated from service with a disqualifying discharge or under other f you are eligible to be reemployed, you must be restored to the job and benefits you authorized to investigate and resolve complaints of USERRA violations.

**Notice (VETS) authorized to investigate and resolve complaints of USERRA violations.

**Out of the property of you: • are a past or present member of the uniformed service; • have applied for nembership in the uniformed service; or • are obligated to serve in the uniformed service; • If you file a complaint with VETS and VETS is unable to resolve it, you may then an employer may not deny you: • initial employment; • reemployment; • retention in imployment; • promotion; or • any benefit of employment, because of this status.

addition, an employer may not retaliate against anyone assisting in the enforcement • You may also bypass the VETS process and bring a civil action against an employer of USERRA rights, including testifying or making a statement in connection with a for violations of USERRA. proceeding under USERRA, even if that person has no service connection.

ne rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www lol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requ by displaying the text of this notice where they customarily place notices for employees Employer Support Of The Guard And Reserve 1-800-336-4590

FEDERAL MINIMUM WAGE

confused, and insecure about their ability to survive on their own, financially or otherwise. If you or someone you know is experiencing an abusive relationship, help as counseling, support groups, advocacy for accessing basic needs, court-based

is available. Whether you need information, help, or just someone to talk to, we're advocacy, age-appropriate child advocacy, and support in finding shelter and other

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT The law requires employers to display this poster the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is

OVERTIME PAY At least 1 ½ times your regular rate of pay shielded from view and free from intrusion from or all hours worked over 40 in a workweek. CHILD coworkers and the public, which may be used by the LABOR An employee must be at least 16 years old to employee to express breast milk. ENFORCEMENT The vork in most non-farm jobs and at least 18 to work in Department has authority to recover back wages and an non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The chool hours in various non-manufacturing, non-mining, Department may litigate and/or recommend criminal non-hazardous jobs with certain work hours restrictions. prosecution. Employers may be assessed civil money ent rules apply in agricultural employment. TIP penalties for each willful or repeated violation of the CREDIT Employers of "tipped employees" who meet minimum wage or overtime pay provisions of the law. certain conditions may claim a partial wage credit based Civil money penalties may also be assessed for violations on tips received by their employees. Employers must pay $\;\;$ of the FLŚA's child labór provisions. Heightened civil ipped employees a cash wage of at least \$2.13 per hour money penalties may be assessed for each child labor they claim a tip credit against their minimum wage violation that results in the death or serious injury of any obligation. If an employee's tips combined with the minor employee, and such assessments may be doubled employer's cash wage of at least \$2.13 per hour do not when the violations are determined to be willful or equal the minimum hourly wage, the employer must repeated. The law also prohibits retaliating against or make up the difference. PUMP AT WORK The FLSA discharging workers who file a complaint or participate in equires employers to provide reasonable break time for any proceeding under the FLSA. nursing employee to express breast milk for their ADDITIONAL INFORMATION ursing child for one year after the child's birth each time • Certain occupations and establishments are exempt

emotional abuse, psychological abuse, physical abuse, sexual abuse, and/or financial

abuse. It is the result of a person's feeling of entitlement to have power and control

over their partner or family member and their choice to use abusive behaviors to gain

and maintain that power and control. The pattern of abusive behavior is designed

(i) Seeking attention for injuries caused by domestic violence, including for a child;

(iii) Obtaining psychological counseling related to domestic violence, including for

from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements. Special provisions apply to workers in American Samo the Commonwealth of the Northern Mariana Islands and the Commonwealth of Puerto Rico. Some state laws provide greater employee protection employers must comply with both. Some employers incorrectly classify workers "independent contractors" when they are actually employees under the FLSA. It is important to know th difference between the two because employees (unles exempt) are entitled to the FLSA's minimum wage and rtime pay protections and correctly classifi independent contractors are not. Certain full-time students, student learners, appro

contact VETS at 1-866-4-USA-DOL or visit its website at

be viewed at https://webapps.dol.gov/elaws/vets/userra

Office of Special Counsel, as applicable, for representation,

https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can

request that your case be referred to the Department of Justice or the

and workers with disabilities may be paid less than the minimum wage under special certificates issued by th 1-866-487-9243 DOMESTIC VIOLENCE RESOURCES IN CONNECTICUT Domestic violence is a pattern of coercive, controlling behavior that can include Connecticut's domestic violence information and resource hub CTSafeConnect.org | 888.774.2900 CALL • TEXT • CHAT • EMAIL • 24/7 All services are safe, free, confidential & voluntary to make the victim dependent upon the abuser, leaving the victim feeling scared, Safe Connect advocates can help you think through options and get you connected

IT IS ILLEGAL TO DISCRIMINATE AGAINST SOMEONE BASED ON THEIR STATUS AS A VICTIM OF DOMESTIC VIOLENCE status as a victim of domestic violence, nor can they deny you reasonable leave of violence, including temporary or permanent relocation; or absence for certain issues related to the abuse you or your dependent children have (v) Obtaining legal services, assisting in the prosecution of the offense, or otherwise participating in legal proceedings in relation to domestic violence. If you feel you have been discriminated against due to your status as a victim of (ii) Obtaining services including safety planning from a domestic violence or rape domestic violence or if you have been denied a reasonable leave of absence to deal with issues related to abuse, contact the Connecticut Commission on Human Rights and Opportunities at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO

Pregnancy Discrimination and Accommodation in the Workplace Covered Employers Each employer with one or more employees must Em comply with these anti-discrimination and reasonable accommodation laws elated to an employee or job applicant's pregnancy, childbirth or related conditions, including lactation. tion of Discrimination No employer may discriminate against an

related conditions (e.g., breastfeeding or expressing milk at work). Prohibited discriminatory conduct includes • Terminating employment because of pregnancy, childbirth or related Denving reasonable leave of absence for disability due to pregnancy (e.g., doctor prescribed bed rest during 6-8 week recovery period after birth)* Denying disability or leave benefits accrued under plans maintained by Failing to reinstate employee to original job or equivalent position after Limiting, segregating or classifying the employee in a way that would

accommodation to an Employee or job applicant due to her pregnancy, childbirth or needing to breastfeed or express milk at work. Reasonable accommodations include, but are not limited to: Being permitted to sit while working Periodic rest

Discriminating against her in the terms or conditions of employment

Assistance with manual labor Job restructuring Light duty assignments Modified work schedules Temporary transfers to less strenuous or less hazardous work

deprive her of employment opportunities

Time off to recover from childbirth (prescribed by a Doctor, typically 6-8 Break time and appropriate facilities (not a bathroom) for expressing milk Denial of Reasonable Accommodation No employer may discriminate against employee or job applicant by denying a reasonable accommodation Prohibited discriminatory conduct includes:

· Failing to make reasonable accommodation (and is not an undue Denying job opportunities to employee or job applicant because of request for reasonable accommodation Forcing employee or job applicant to accept a reasonable accommodation when she has no known limitation related to pregnancy or the accommodation is not required to perform the essential duties of job Requiring employee to take a leave of absence where a reasonable accommodation could have been made instead accommodation would require a significant difficulty or expense in light of Prohibition of Retaliation Employers are prohibited from retaliating against an employee because of a request for reasonable accommodation. Notice Requirements Employers must post and provide this notice to all existing employees by January 28, 2018; to an existing employee within 10 days after she notifies the employer of her pregnancy or related conditions; and to new employees upon commencing employment.

to retaliate against you for filing a complaint. CHRO main number: 860-541-3400 CHRO website: https://portal.ct.gov/CHRO CHRO link <u>"How to File a Discrimination Complaint"</u> https://portal.ct.gov/CHRO/Complaint-Process/Complaint-Process/ How-to-File-a-Discrimination-Complaint DOL Additionally, women who are denied the right to breastfeed or express milk at work, or are discriminated or retaliated against for doing so, may also file

a complaint with the Connecticut Department of Labor (DOL). DOL complaint form

https://www.ctdol.state.ct.us/wgwkstnd/forms-wwsInstruct.htm

workers that their employer is covered by the Connecticut Unemployment Compensation Law (UC-8). All employers of one or more persons (full or parttime) must register by filing an Employer Status Report. Failure to receive a copy of the form does not relieve the employer of the obligation to register. Employers can register by completing the appropriate forms which can be obtained by calling the Employer Status Unit at 860-263-6550.

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

There's help. Call: 1.866.466.4446 Visit: ct.gov/oha Healthcare.Advocate

Healthcare Advocate

ELECTRONIC MONITORING DEVICES NOTICE TO THE EMPLOYEES OF:

will serve as notice that this employer may engage in the following types of Electronic Monitoring of employee's activities or communications; Camera (including hidden cameras) _____ Radio _

If you have any questions regarding this notice contact:

The Connecticut Department of Labor provides this sample poster as a public service Wage & Workplace Standard Division 200 Folly Brook Boulevard Wethersfield, CT 06109-1114 **WORKERS' COMPENSATION**

NOTICE TO EMPLOYEES

to provide benefits to you in case of injury or occupational disease in the course of employment. Section 31-294b of the Workers' Compensation Act states "Any employee who has sustained an injury in the course of his employment shall immediately report the injury to his employer, or some person representing his employer. If the employee fails to report the injury immediately, the administrative law judge may reduce the award of compensation proportionately to any prejudice that he finds the employer has sustained by reason of the failure, provided the

burden of proof with respect to such prejudice shall rest upon the employer." An injury report by the employee is NOT an official written notice of claim for workers' compensation benefits; the Workers' Compensation Commission's Form 30C is necessary to satisfy this requirement. NOTE: You must comply with P. A. 17-141 (see next box, below) when filing a

The INSURANCE COMPANY or SELF-INSURANCE ADMINISTRATOR is:

Approved Medical Care Plan YES NO

Date Posted:

to small and medium-sized employers, without citation or penalty, through OSHAsupported consultation programs in every



Employers must:

rights under the law, including raising a OSHA, or reporting a work-related injury or

 Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization,

 Provide required training to all workers in a language and vocabulary they can understand.

Post OSHA citations at or near the place



Job Safety and Health

Occupational Safety
Ind Health Administration

Obs Safety and Health

IT'S THE LAW!

Prominently display this poster in the

of the alleged violations.

On-Site Consultation services are available



Pausas e instalaciones adecuadas (no en un baño) para extraerse leche materna Negación de la adaptación razonable Ningún empleador habrá de discriminar a una empleada o solicitante de empleo negándole una adaptación razonable debido a su La conducta discriminatoria prohibida incluye No proporcionar una adaptación razonable (y que no represente una penuria excesiva para el empleador)*

Negar oportunidades de trabajo a una empleada o solicitante de empleo debido a la petición de contar con una adaptación razonable Forzar a la empleada o solicitante de empleo a que acepte una adaptación razonable cuando ella no tiene una limitación conocida relacionada con el embarazo o cuando no se necesita tal adaptación para que realice las tareas esenciales de su trabajo Pedirle a una empleada que acepte un permiso de ausencia cuando en vez de ello se l pudo haber provisto una adaptación razonable *<u>Nota:</u> Para demostrar una penuria excesiva, el empleador debe presentar evidencia de que la adaptación supondría una dificultad o gasto considerables tomando en cuenta sus prohíbe tomar represalias Los empleadores tienen prohibido tomar represalias contra una empleada debido a la petición de disponer de una adaptación razonable i**tos de la notificación** Los empleadores deben publicar y proporcionar esta notificación a todas las empleadas a más tardar el 28 de enero de 2018, a cualquier empleada dentro de los 10 días posteriores al momento en el que notifique al empleador de su embarazo o condiciones

relacionadas, y a las nuevas empleadas cuando inicien su relación laboral. Procedimiento de presentación de quejas <u>CHRO</u> Cualquier empleada perjudicada por Complaint Process CHRO Any employee aggrieved by a violation of these statutes may file a complaint with the Connecticut Commission on Human Humanos y Oportunidades (Commission on Human Rights and Opportunities, CHRO) de

Rights and Ópportunities (CHRO). Complainants have 300 days from the date of Connecticut. Las denunciantes tienen 300 días a partir de la fecha del presunto acto de the alleged act of discrimination, or from the time that you reasonably became discriminación, o a partir del momento en el que se dé cuenta de manera razonable de la aware of the discrimination, in which to file a complaint. It is illegal for anyone discriminación, para presentar una queja. Es ilegal que alguien tome represalias contra usted por presentar una queja Número principal de la CHRO: 860-541-3400 Sitio web de la CHRO: https://portal.ct.gov/CHRO Enlace de la CHRO sobre <u>"Cómo Presentar una Queja por Discriminación":</u> https://portal.ct.gov/CHRO/Complaint-Process/Complaint-Process/How-to-File-a-Discrimination-Complaint L Además, las mujeres a las que se les niegue el derecho a amamantar o extraerse leche materna en el trabajo, o que se vean expuestas a discriminación o represaljas por hacerlo

podrán presentar una queja ante el Departamento del Trabajo (Department of Labor, DOL) Número telefónico del DOL: 860-263-6791

En español: https://www.ctdol.state.ct.us/wgwkstnd/forms-wwsInstruct.htm

DOL-74 (Rev 12/23) Sec. 31-71a. Payment of Wages; Definitions. Whenever used in sections 31-71a to writing or electronically, the payment of wages, salary or other compensation by of accrued fringe benefits upon termination, including but not limited to paid

before such regular pay day, provided, if such regular pay day falls on a nonwork day, payment shall be made on the preceding work day.(c) This section shall not be requirements of subsections (a) and (b) of this section, or (2) prohibit a private or of the employer's costs associated with paying wages, salary or other compensation parochial school from entering into a written agreement with its certified or using a payroll card or establishing the payroll card account shall be deducted from or noncertified employees for the payment of wages to such employees that differs from the requirements of subsections (a) and (b) of this section.(d) Any agreement entered into pursuant to subdivision (2) of subsection (c) of this section shall be null employee for any of the following, regardless of how such fee is labeled: (A) Issuing and void if such private or parochial school ceases to operate prior to completing payment of all wages due to its certified or noncertified employees and such private

employee's wages in full not later than the next regular pay day, as designated under section 31-71b, either through the regular payment channels or by mail. (b) Whenever an employer discharges an Employee, the employer shall pay the employee's wages in full no later than the business day next succeeding the date of such discharge. (c) When work of any employee is suspended as a result of a labor dispute, or when an employee for any reason is laid off, the employer shall pay in full to such employee the wages earned by him not later than the next egular pay day, as designated under section 31-71b Sec. 31-71d. Payment where wages disputed. (a) In case of a dispute over the amount of wages, the employer shall pay, without condition and within the time set by sections 31-71a to 31-71i, inclusive, all wages, or parts thereof, conceded by

a condition to payment shall be void. Sec. 31-71e. Withholding of part of wages. No employer may withhold or divert any portion of an employee's wages unless (1) the employer is required or empowered to do so by state or federal law, or (2) the employer has written authorization from the employee for deductions on a form approved by the ommissioner, or (3) the deductions are authorized by the employee, in writing, for medical, surgical or hospital care or service, without financial benefit to the employer and recorded in the employer's wage record book, or (4) the deductions are for contributions attributable to automatic enrollment, as defined in section 31-71j, in a retirement plan described in Section 401(k), 403(b), 408, 408A or 457 of the Internal Revenue Code of 1986, or any subsequent corresponding internal revenue code of the United States, as from time to time amended, established by

remuneration, hours of employment and wage payment schedules, and (2) make available to his employees, either in writing or through a posted notice maintained in a place accessible to his employees, any employment practices and policies or change therein with regard to wages, vacation pay, sick leave, health and welfare benefits and comparable matters. **Sec. 31-71g. Penalty.** Any employer or any officer or agent of an employer or any

Sec. 31-71i. Waiver of payment schedule requirement. The commissioner may, award. When any employer fails to pay an employee wages in accordance with the upon application, waive the provisions of section 31-71b with respect to any provisions of sections 31-71a to 31-71i, inclusive, or fails to compensate an employee particular week or weeks, and may also, upon application, permit any employer, in accordance with section 31-76k or where an employee or a labor organization subject to the provisions of this section, to establish regular pay periods less—representing an employee institutes an action to enforce an arbitration award which

salary or other compensation to employees, provided:(1) Each employee has the pursuant to this section to the appropriate person. negotiable check; and (2) The employee voluntarily and expressly authorizes, in an employer policy or collective bargaining agreement provides for the payment otherwise modified by the Commissioner.

[This regulation contains the requirements to apply to the Labor Commissioner for a subminimum rate in an occupation compensated for his services in accordance with an incentive [Under this regulation, apprentices duly registered by the

CONNECTICUT MINIMUM WAGE

These Administrative Regulations must be posted and maintained wherever workers covered by this Act are employed.

CONNECTICUT | DEPARTMENT OF LABOR WAGE AND WORKPLACE STANDARDS DIVISION

OVERTIME - ONE AND ONE - HALF

TIMES THE EMPLOYEES REGULAR

CONNECTICUT GENERAL STATUTES.

RATE OF PAY AFTER 40 HOURS

PER WEEK. FOR EXCEPTIONS

- SEE SECTION 31-76i OF THE

Sec. 31-60-1. Piece rates in relation to time rates or present employer. Such statement of prior employment,

(a) Definitions. For the purposes of this regulation "piece rates"—worked by the minor while in his employ, will be deemed

commissions" means an premium or incentive compensation — this regulation, provided such record shall be in complete

means an established rate per unit ofwork performed without satisfactory evidence of good faith on the part of the

each vear, effective Jan 1.

\$16.35 per hour effective 1-1-2025

egard to time required forsuch accomplishment.

ncluding, without limitation thereto, commissions, piece rate,

where the payment is in accordance with a fixed plan by

week, and the wage paid to such employee shall be not less employee.

Statutes per hour for each hour worked during the pay period, showing:

Public Act 19-4, An Act Increasing the Minimun

and regularly receive gratuities, and (3) not to exceed thirty-

n the amountof eighty-five cents for a full meal and forty-five

nsistent with this section.

value of board and lodging was repealed.

Sec. 31-60-4. Physically or mentally handicapped

6 years of age but not over 18 years of age. To prevent

provide a reasonable period during which training for

the minimum fair wage established by subsection (j) of

85% of the minimum wage, for the first 200 hours of

*This subsection is amended by P.A. 19-4, An Ac

the records required by section 31-66 of the 1969

ncreasing the Minimum Fair Wage. CGS Sec. 31-58(i)(5).

The rates for all persons under the age of eighteen years,

such employment, or ten dollars and ten cents per hour,

except emancipated minors, shall be not less than eighty-fiv

per cent of the minimum fair wage for the first ninety days of

whichever is greater, and shall be equal to the minimum fair

specifically exempted by the commissioner, (b) in addition to

obtain from each minor to be employed at a modification of

the minimum fair wage rate as herein provided, a statement

wage thereafter, except in institutional training programs

supplement to the general statutes, each employer shall

of his employment prior to his date of accession with his

adjustment to employment conditions may be

will be accepted by the commissioner as substantial evidence (1) His name

hrough 12-31-2025 (P.A. 19-4)

which the employee becomes entitled to the compensation Sec. 31-60-7. Learners. upon fulfillment of the conditions established as part of the working agreement, but shall be subject to the limitation Labor Commissioner for a sub hereinafter set forth. (b) Record of wages. Each employer shall which is not apprenticeable.] naintain records of wages paid to each employee who is Sec. 31-60-8. Apprentices.

supplemented by the present employer's record of hours

employer with respect to his adherence to the provisions of

mployment. (c) Piece rates in relation to time rates. (1) When an employee is compensated solely at piece rates he shall be Sec. 31-60-9. Apparel paid a sufficient amount at piece rates to yield an average rate For the purpose of this regulation, "apparel" means uniforms nour worked in any week, and the wage paid to such clothing purchased by the employee or clothing usually of work in a week and at an hourly rate for other hours, the Connecticut General Statutes and his earnings from piece rates shall average at least the minimum fair wage established injury to an employee or are required in the interest of

than the minimum fair wage established by subsection (j) of Sec. 31-60-10. Travel time. nour worked. (3) When an employee is employed at a time during which a worker is required or permitted to travel equal at least an average of the minimum fair wage established such. (d) When at the end of a work day a work assignment of an incentive plan other than those defined herein, the working time and shall be paid for as such. (e) Repealed.

employee shall receive weekly at least the minimum fair wage established by subsection (j) of section 31-58 of the (a) For the purpose of this regulation, "hours worked" include monetary contribution received by the employee from a excluded unless the employee is required or permitted to employer or his employer's customers, or (B) the performance guest, patron or customer for service rendered. Unless work. Such time includes, but shall not be limited to, the time of functions in the administration of a school system or he minimum fair wage when all of the following provisions instance shall be computed to the nearest unit of 15 minutes. a wage record, even though payment is made more frequently, employer or on the employer's authorization directly or case of an employee of a retail or service es wages received by the service employee, including gratuities. when the employee has completed his assignment. Sec. 31-60-12. Records.

(2) his home address; r purposes of this section, provided all other requirements of this and other applicable regulations shall be complied with. (3) the occupation in which he is employed: (4) the total daily and total weekly hours worked, showing the such attestation, statement, or substantial evidence shall (5) his total hourly, daily or weekly basic wage Fair Wage, Sec. 31-60(b) The Labor Commissioner shall adopt (6) his overtime wage as a separate item from his basic wage: such regulations, in accordance with the provisions of chapter (7) additions to or deductions from his wages each pay period; 54, as may be appropriate to carry out the purposes of this (8) his total wages paid each pay period; defining and governing an executive, sections 31-60-1 through 31-60-16; administrative or professional employee and outside (10) working certificates for minor employees (sixteen to salesperson; learners and apprentices, their number, eighteen years). True and accurate records shall be maintained proportion and length of service; and piece rates in relation to and retained at the place of employment for a period of 3 regardless of the time required for its completion. A fee basis time rates; and shall recognize, as part of the minimum fair years for each employee. (b) The labor commissioner may payment shall be permitted only for jobs which are unique ir authorize the maintenance of wage records and the retention vage, gratuities in an amount (1) equal to twenty-nine and bree-tenths per cent, and effective January 1, 2009, equal to of both wage and hour records as outlined either in whole or indefinite number of times and for which payment on an thirty-one per cent of the minimum fair wage per hour, and 🛮 in part at a place other than the place of employment when it 🗀 identical basis is made over and over again. Payment on a fee effective January 1, 2014, equal to thirty-four and six-tenths is demonstrated that the retention of such records at the place basis shall amount to a rate of not less than the rate set forth per cent of the minimum fair wage per hour, and effective of employment either(1) works an undue hardship on the insubsection (a) of this section. nuary 1, 2015, and ending on June 30, 2019, equal to thirty- employer without materially benefiting the inspection Sec. 31-60-16. Employee in bona fide six and eight-tenths per cent of the minimum fair wage per procedures of the labor department, or (2) is not practical for **Professional Capacity.** our for persons, other than bartenders, who are employed in enforcement purposes. Where permission is granted to (a) For the purposes of said section 31-58 (f) "employee the hotel and restaurant industry, including a hotel restaurant, maintain wage records at other than the place of employment, who customarily and regularly receive gratuities, (2) egual to a record of total daily and weekly hours worked by each employee (1) whose primary duty consists of the performance employee shall also be available for inspection in connection equal to eleven per cent of the minimum fair wage per hour, with such wage records. (c) In the case of an employee who field of science or learning customarily acquired by a

vidé, in such regulations, modifications of the minimum individual employed in a bona fide executive, administrative fair wage herein established for learners and apprentices; or professional capacity. persons under the age of eighteen years; and for such special ases or classes of cases as the commissioner finds appropriate (2) his home address; to prevent curtailment of employment opportunities, avoid (3) the occupation in which he is employed;

ndue hardship and safeguard the minimum fair wage herein (4) his total wages paid each work period established Regulations in effect on July 1. 1973, providing for (5) the date of payment and the pay period covered by a board deduction and allowance in an amount differing from that provided in this section shall be construed to be amended Sec. 31-60-14. Employee in a bona fide Executive capacity. Sec. 31-60-3. Deductions and allowances for reasonable **employees.** [This regulation defines a "physically or mentally nandicapped person" as a person whose earning capacity is mpaired by age or physical or mental deficiency or injury and provides guidelines for a modification of the minimum wage.] Sec. 31-60-6. Minors under the age of 18. (a) For the ourposes of this regulation, "minor" means a person at least accomplished, a minor may be employed at a modification of ection 31-58 of the general statutes, but at not less than which are not directly and closely related to the performance employment. When a minor has had an aggregate of two nundred hours of employment, he may not be employed by the same or any other employer at less than the minimum

period does not exceed six months; and (B) the employee is

management of the enterprise in which he is employed or or business transacted whether based on per centum of total — compliance with the requirements of section 31-66 of the of a customarily recognized department or subdivision aluation or specific rate per unit of accomplishment, general statutes and section 31-60-12. (c) Deviation from th 'Incentive plan" means any method of compensation, provisions of this regulation will cancel the modification of thereof, and includes the customary and regular direction of the work of two or more other employees therein, shall be deemed to meet all of the requirements of this section. (b) the minimum fair wage herein provided for all hours during bonuses, etc., based upon the amount of results produced, which the violation prevailed and for such time the minimum 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 31-71f of the Connecticut General Statutes. (1) Although the employee plan' in such form as to enable such compensation to be Connecticut State Apprenticeship Coúncil of the Labor need not be paid for any workweek in which he performed no ranslated readily into terms of average hourly rate on a Department may not be employed at less than the minimum work, deductions may only be made in the following five (5) weekly basis for each work week or part thereof of wage unless permission has been received from the Labor 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 of at least the minimum fair wage established by subsection (j) or other clothing supplied by the employer for use in the absent for personal reasons other than sickness or accident; of section 31-58 of the Connecticut General Statutes for each course of employment but does not include articles of (C) Deductions may be made for one or more full days of sickness or disability provided the deduction is made pursuant employee shall be not less than the minimum fair wage required for health, comfort or convenience of the employee. to a bona fide plan, policy or practice of making deductions established by subsection (j) of section 31-58 of the An allowance (deduction) not to exceed one dollar and fifty from an employee's salary after sickness or disability leave has Connecticut General Statutes for each hour worked. (2) When an employee is compensated at piece rates for certain hours are made on the employee is compensated at piece rates for certain hours.

Cents per week or the actual cost, whichever is lower, may be permitted to apply as part of the minimum fair wage for the accordance with section 31-71f of the Connecticut General maintenance of wearing apparel or for the laundering and Statutes; (D) Deductions may be made for absences of less employee's hourly rate shall be at least the minimum fair wage cleaning of such apparel when the service has been than one full day taken pursuant to the federal family medical established by subsection (j) of section 31-58 of the performed. When protective garments such as gloves, boots 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 y subsection (j) of section 31-58 of the Connecticut General sanitation, such garments shall be provided and paid for and 31-51qq-17 of the regulations of Connecticut state agencies; Statutes for each hour worked on piece rate for that work 🛮 maintained by the employer without charge upon the 🖯 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 section 31-58 of the Connecticut General Statutes for each (a) For the purpose of this regulation, "travel time" means that major significance include only those relating to the combination of hourly rate and piece rate for the same hours of purposes incidental to "a performance of his employment other employees. (2)(A) No deduction of any kind shall be of work (i.e., an incentive pay plan superimposed upon an but does not include time spent traveling from home to his made for any part of a workweek absence that is attributable

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

nundred seventy-five dollars per week, exclusive of board,

lodging, or other facilities, and whose primary duty consists of

related to the performance of the work described in subdivisions (1) to (3), inclusive, of this section; and (5)(A) who board, lodging, or other facilities, or (B) who, in the case of academic administrative personnel, is compensated for his services as required by subparagraph (A) of this subdivision or on a salary basis which is at least equal to the entrance salary for teachers in the school system or educational establishment than four hundred seventy-fivé dollars per week, exclusive of (1) of this section, which includes work requiring the exercise meet all of the requirements of this section. (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

nature rather than for a series of jobs which are repeated an

employed in a bona fide professional capacity" means any

of: (A) work requiring knowledge of an advanced type in a and effective January 1, 2014, equal to fifteen and six-tenths spends 75% or more of his working time away from his prolonged course of specialized intellectual instruction and

CONNECTICUT

destination other than local, where such instruction or training is provided. Any trainee program so approved may

31-71i; inclusive; (1) "Employer" includes any individual, partnership, association, means of a payroll card account without any intimidation, coercion or fear of vacations, holidays, sick days and earned leave, and an employee is terminated joint stock company, trust, corporation, the administrator or executor of the estate discharge or reprisal from the employer for the employee's refusal to accept such without having received such accrued fringe benefits, such employee shall be of a deceased person, the conservator of the estate of an incompetent, or the payment of wages, salary or other compensation by means of a payroll card account. compensated for such accrued fringe benefits exclusive of normal pension receiver, trustee, successor or assignee of any of the same, employing any person; No employer shall make the payment of wages, salary or other compensation by benefits in the form of wages in accordance with such agreement or policy but in means of a payroll card account a condition of employment or a condition for the no case less than the earned average rate for the accrual period pursuant to

> action. (a) An employer shall not discharge, discipline, penalize or in any manner discriminate against any employee because the employee has filed a claim or instituted or caused to be instituted any investigation or proceeding under part III of chapter 557 or this chapter, or has testified or is about to testify in any such proceeding or because of the exercise by such employee on behalf of himself or others of any right afforded by part III of chapter 557 or this chapter.(b) Any employee who believes that he has been discharged, disciplined, penalized or otherwise discriminated against by any person in violation of this section may file a complaint with the Labor mmissioner alleging violation of the provisions of subsection (a) of this section. Upon receipt of any such complaint, the commissioner shall hold a hearing. After the hearing, the commissioner shall send each party a written copy of his decision. The missioner may award the employee all appropriate relief including rehiring or einstatement to his previous job, payment of back wages and reestablishment of

> Any party aggrieved by the decision of the commissioner may appeal the decision to Superior Court in accordance with the provisions of chapter 54. Sec. 31-71h-1. Definitions For the purposes of Sections 31-71h-1 through 31-71h-6, inclusive, of these Regulations, the following definitions apply:(1) "Civil penalty" means a penalty of \$300.00 for each violation of part III of Chapter 557 or Chapter 558. (2) 'ommissioner"means the Labor Commissioner, whose mailing address is Labor Department, 200 Folly Brook Boulevard, Wethersfield, Connecticut 06109, or his designee. (3) "Division" means the Wage and Workplace Standards Division which s responsible for enforcement of part III of Chapter 557 and Chapter 558 of the Connecticut General Statutes whose mailing address is Labor Department, 200 Folly Brook Boulevard, Wethersfield, Connecticut 06109, (4) "Employer" means

any employer, officer, agent or any other person who may have violated part III of Chapter 557 or Chapter 558 of the Connecticut General Statutes. (5) "Violation" means a failure by an employer, officer, agent or other person to comply with any applicable provision of part III of Chapter 557 or Chapter 558. Sec. 31-71h-2. Assessment of civil penalty (a) In addition to and apart from any other penalties and/or remedies provided

in part III of Chapter 557 and Chapter 558 of the Connecticut General Statutes.

an employer has violated a statutory provision of Chapter 558. (b) In determining the number of violations committed by an employer, the Commissioner shall assess a separate civil penalty for each individual employee adversely affected by the employer's violation, (c) In addition, the Commissioner may assess more than one civil penalty against an employer with respect to the same adversely affected employee if the employer has violated more than one statutory provision under part III of Chapter 557 or Chapter 558 Sec. 31-71h-3. Notice of violation (a) The employer shall be notified of a civil penalty assessment by the "Notice of

/iolation and Opportunity to Show Cause" which shall be sent to the employer

along with the "Notice To Employer-Unpaid Wages Due" statement, if applicable,

b) In cases where there is a violation but no wages are due to any employees, the

Any employer who seeks to contest a civil penalty assessment shall file, within

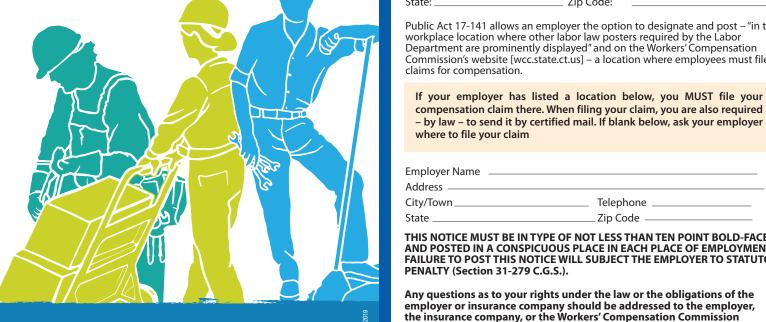
Sec. 31-71h-5. Show cause hearing (a) If the Commissioner determines that the employer has stated adequate facts or

no violation has occurred.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

 Comply with all applicable OSHA standards.

state.



 Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their health and safety concern with you or with

amputation, or loss of an eye.



UNEMPLOYMENT COMPENSATION **REQUIRED UNEMPLOYMENT POSTER** All liable employers must display a poster furnished by this agency to inform

HEALTH INSURANCE

Office of the

n accordance with §31-48d of the Connecticut General Statues, this

State of Connecticut Workers' Compensation Commission The Workers' Compensation Act (Connecticut General Statutes Chapter 568) requires your employer

The State of Connecticut Workers' Compensation Commission office for this workplace location where other labor law posters required by the Labor Department are prominently displayed" and on the Workers' Compensation Commission's website [wcc.state.ct.us] – a location where employees must file

THIS NOTICE MUST BE IN TYPE OF NOT LESS THAN TEN POINT BOLD-FACE AND POSTED IN A CONSPICUOUS PLACE IN EACH PLACE OF EMPLOYMENT. FAILURE TO POST THIS NOTICE WILL SUBJECT THE EMPLOYER TO STATUTORY PENALTY (Section 31-279 C.G.S.). Any questions as to your rights under the law or the obligations of the employer or insurance company should be addressed to the employer, the insurance company, or the Workers' Compensation Commission (1-800-223-9675).

Revised 10-01-2021

PREGNANCY DISCRIMINATION IOTICE Connecticut General Statutes § 46a-60(a), (b)(7), (d)(1) NOTIFICACIÓN Secciones 46a-60(a), (b)(7), (d)(1) de las Leyes Generales de Connecticu Discriminación por embarazo y adaptación en el lugar de trabajo pleadores contemplados en estas leyes Cada empleador con uno o más empleados debe cumplir con Estas leyes contra la discriminación y de ajustes razonables relacionado con el embarazo, el parto de una empleada o solicitante de empleo o afecciones relacionadas incluida la lactancia. nación Ningún empleador puede discriminar a una empleada o employee or job applicant because of her pregnancy, childbirth or other solicitante de empleo debido a su embarazo, parto u otras condiciones relacionadas (por ej., amamantar a su bebé o extraerse leche materna en el trabajo). • La terminación del empleo debido a embarazo, parto o condición relacionada Negar un permiso de ausencia razonable por discapacidad debido a embarazo (por ej., que

semanas después del parto)* Negar las prestaciones por discapacidad o por permiso de ausencia acumuladas conforme a los planes que el empleador mantenga No reincorporar a la empleada a su puesto de trabajo original o a un puesto equivalento después de su ausencia Limitar, segregar o clasificar a la empleada de forma tal que la prive de oportunidades de • Establecer términos o condiciones de empleo que discriminen a la empleada Note: There is no requirement that the employee be employed for a certain *Nota: No hay requisito alguno de que la empleada deba prestar sus servicios al empleado ength of time prior to being granted job protected leave of absence under durante un cierto periodo antes de que se le otorgue el permiso de ausencia con protección del empleo de acuerdo con esta ley. Adaptación razonable El empléador debe proporcionar una adaptación razonable a

Ejemplos de adaptaciones razonables incluyen, entre otros:

Permitirle estar sentada mientras trabaja

Pausas más frecuentes o más largas

el médico haya recetado descanso en cama durante el periodo de recuperación de 6 a 8

Descanso periódico Ayuda con el trabajo manual Réestructuración del trabajo Horarios de trabajo modificados Transferencias temporales a tareas menos extenuantes o menos peligrosa: • Tiempo libre para recuperarse del parto (recetado por un médico, por lo general entre 6 y

including the State and any political subdivision thereof; (2) "Employee" includes any 'Commissioner" means the labor commissioner once every two weeks, all wages, salary or other compensation due each employee on a regular pay day, designated in advance by the employer using one or more of written or electronic request, by direct deposit; or (D) by payroll card, provided the recipient, the Comptroller shall, as soon as is practicable, pay all wages due each state employee, as defined in section 5-196, by electronic direct deposit to such employee's which payment is made on a regular pay day shall be not more than eight days

employees swapping workdays or shifts as permitted under a collective bargaining Sec. 31-71c. Payment of wages on termination of employment. (a) Whenever an employee voluntarily terminates his employment, the employer shall pay the

the employer, or in the Connecticut Retirement Security Exchange established pursuant to section 31-418, or (5) the employer is required under the law of another state to withhold income tax of such other state with respect to (A) employees performing services of the employer in such other state, or (B) employees residing

other person authorized by an employer to pay wages who violates any provision of this part: (1) Shall be guilty of a class D felony, except that such employer, officer or agent shall be fined not less than two thousand nor more than five thousand dollars for each offense if the total amount of all unpaid wages owed to an employee is more than two thousand dollars; (2) may be fined not less than one thousand nor more than two thousand dollars or imprisoned not more than one year, or both, for each one thousand dollars but not more than two thousand dollars; (3) may be fined not than six months, or both, for each offense if the total amount of all unpaid wages owed to an employee is more than five hundred but not more than one thousand dollars; or (4) may be fined not less than two hundred nor more than five hundred dollars or imprisoned not more than three months, or both, for each offense if the already been initiated or conducted, in accordance with the provisions of section total amount of all unpaid wages owed to an employee is five hundred dollars or less. Sec. 31-71h. Regulations. The commissioner is authorized to issue regulations matters relating to labor.(t) The Labor Commissioner may adopt regulations, in for the establishment of procedures for carrying out the provisions of sections accordance with the provisions of chapter 54, to ensure compliance with this section.

Sec. 31-71k. Payment of wages by payroll cards. Study of payroll card usage.

WAGE PAYMENT LAWS CONNECTICUT DEPARTMENT OF LABOR | Wage & Workplace Standards Division | WAGE PAYMENT LAWS The following represent a summary of selected laws; sections 31-69a through 31-76k – For Review of full text consult Connecticut General Statutes

person suffered or permitted to work by an employer; (3) "Wages" means receipt of any benefit or other form of remuneration for any employee.(c) Prior to an sections 31-71a to 31-71i, inclusive. payroll card account is voluntary and the employee may instead choose to receive the following methods: (A) Cash; (B) by negotiable checks; (C) upon an employee's check; (2) The terms and conditions relating to the use of the payroll card, including an with the Comptroller to accept such wage deposits.(b) The end of the pay period for access wages, salary or other compensation without cost at automated teller machines, depository financial institutions or other convenient locations;(4) The exclusive bargaining representative of its certified or noncertified employees from the payroll card account at no cost to the employee, one of which permits withdrawal

the initial payroll card; (B) transferring wages, salary or other compensation from the employer to the payroll card account; (C) maintaining a payroll card account; (D) or parochial school shall be liable for the payment of all wages due to its certified or providing one replacement card per calendar year upon the employee's request; (E) noncertified employees.(e) Nothing in this section shall be construed to apply to closing the payroll card account; (F) maintaining a low balance; (G) inactivity or dormancy of the payroll card account for the first twelve months of inactivity of mancy: or (H) point-of-sale transactions.(2) A payroll card may bear an expiration date, provided (A) the funds in the payroll card account do not expire; and (B) prior to the expiration date, the employee is provided with a replacement card, without charge, during the period when wages, salary or other compensation are applied to the payroll card account by the employer and for sixty days after the last transfer of wages, salary or other compensation is applied to the payroll card account by the employer.(3) The payroll card account may escheat to the state pursuant to the provisions of section 3-57a.(g) Each employer shall provide the employee a means of checking his or her payroll card account balance through an automated telephone system, automated teller machine or electronically without cost to the employee wenty-four hours per day and seven days per week.(h) Neither the payroll card nor the payroll card account shall be linked to any form of credit and, to the extent technologically feasible, the payroll card account shall not allow for overdrafts. No fees interest may be imposed upon the employee for an overdraft or the first two declined transactions of each calendar month.(i) The employer shall furnish the him to be due, and the emplovee shall have all remedies provided by law employee with a statement of deductions made from his or her wages, salary or other including those under said sections as to recovery of any balance claimed. (b) The compensation for each pay period in accordance with section 31-13a.(j) Each acceptance by an employee of a payment under this section shall not constitute a employee with a payroll card shall be permitted, on timely notice to the employer and release as to the balance of his claim and any release required by an employer as ithout cost or fear of reprisal or discrimination or the assessment of any penalty, to receive his or her wages, salary or other compensation by direct deposit into a personal account at any bank, Connecticut credit union or federal credit union that has agreed to accept such deposits or by negotiable check. The employer shall begir payment by direct deposit as soon as practicable but not later than the first pay day after fourteen days from receiving both the employee's request and the account information necessary to make the deposit, or by check as soon as practicable but not later than the first pay day after fourteen days from receiving the employee's request. (k) Consumer protections, including transaction histories and advanced notice of changes in terms and conditions, shall be provided to each employee with a payrol

nonth term, and each twelvemonth term thereafter.(I) The payroll card shall be associated with an automated teller machine network that ensures the availability of Sec. 31-71f. Employer to furnish employee certain information. Each employer a substantial number of in-network automated teller machines in the state.(m) Wages shall: (1) Advise his employees in writing, at the time of hiring, of the rate of salary or other compensation paid to an employee using a payroll card shall be leposited in a payroll card account that is insured by the Federal Deposit Insurance Corporation or the National Credit Union Administration on a pass-through basis to the employee.(n) A payroll card account that is used to receive only employee wages salary or other compensation shall be exempt from execution or attachment (1) by creditors of the employer, and (2) under section 52-367b.(o) All notices required by the provisions of this section shall be clear and conspicuous.(p) Nothing in this section shall be construed to preempt or override the terms of any collective bargaining agreement with respect to the methods by which an employer provides payment of wages, salary or other compensation to employees.(g) Nothing in this section shall be construed to restrict the fees that a payroll card issuer may charge the employer pursuant to a payroll card agreement between the payroll card issuer and the employer, provided those fees are not charged to or passed on to any employee.(r offense if the total amount of all unpaid wages owed to an employee is more than The employer's obligations to the employee pursuant to the provisions of this section shall cease sixty days after the employer-employee relationship has ended.(s) The less than five hundred nor more than one thousand dollars or imprisoned not more Labor Commissioner, within available appropriations, may conduct a study of payroll report such determination, or the status or results of such a study if such a study has

11-4a, to the joint standing committee of the General Assembly having cognizance of

Sec. 31-72. Civil action to collect wage claim, fringe benefit claim or arbitration

card in accordance with Regulation E, 12 CFR Part 1005, as from time to time

amended. Notwithstanding the foregoing, employees shall be provided the option to

receive, on a monthly basis, automatic written transaction histories at no cost to the

employee for a term of at least twelve months or until such option is cancelled by the

the employee may be required by the employer upon expiration of the initial twelve

mployee. Renewal of the option to receive written transaction histories at no cost to

frequently than once every two weeks, provided each employee affected shall be requires an employer to make an employee whole or to make payments to an paid in full at least once in each calendar month on a regularly established employee welfare fund, such employee or labor organization shall recover, in a civil action, (1) twice the full amount of such wages, with costs and such reasonable attorney's fees as may be allowed by the court, or (2) if the employer establishes that Regulations. (a) As used in this section:(1) "Direct deposit" means the electronic the employer had a good faith belief that the underpayment of wages was in payment of an employee's wages, salary or other compensation that is deposited into compliance with law, the full amount of such wages or compensation, with costs and such employee's account in any bank, Connecticut credit union or federal credit union such reasonable attorney's fees as may be allowed by the court. Any agreement between an employee and his or her employer for payment of wage compensation; (2) "Payroll card" means a stored value card or other device used by an specified in said sections shall be no defense to such action. The Labor Commissioner support of the employer's position. (b) A request for postponement of a hearing employee to access wages from a payroll card account and that is redeemable at the may collect the full amount of any such unpaid wages, payments due to an employee so scheduled shall only be granted where the rights of an employer would be employee's election at multiple unaffiliated merchants or service providers, bank welfare fund or such arbitration award, as well as interest calculated in accordance substantially prejudiced by the denial of the request or in a medical emergency. branches or automated teller machines. Payroll card does not mean a gift certificate, with the provisions of section 31-265 from the date the wages or payment should The Commissioner has sole discretion to grant such requests. as defined in section 3-56a; and(3) "Payroll card account" means an account in any have been received, had payment been made in a timely manner. In addition, the Sec. 31-71h-6. Determination of penalty bank, Connecticut credit union or federal credit union that is directly or indirectly Labor Commissioner may bring any legal action necessary to recover twice the full (a) Following a hearing or after the employer has waived the right to request a established through an employer to which transfers of the employee's wages, salary amount of unpaid wages, payments due to an employee welfare fund or arbitration hearing, the Commissioner may uphold or modify the civil penalty assessment, or other compensation are made and accessed through the use of a payroll card and award, and the employer shall be required to pay the costs and such reasonable such determination shall be within the sole discretion of the Commissioner. (b) If that is subject to the requirements of Regulation E, 12 CFR Part 1005, as from time to attorney's fees as may be allowed by the court. The commissioner shall distribute any the employer requests a hearing, but the Commissioner denies the request for a time amended.(b) An employer may offer the use of payroll cards to deliver wages, wages, arbitration awards or payments due to an employee welfare fund collected

nourly rate or a piece rate coupled with a minimum hourly usual place of employment or return to home, except as to: (i) lack of work occasioned by the operating requirements guarantee), the employee shall receive an average rate of at hereinafter provided in this regulation. (b) When an employee, of the employer; (ii) jury duty, or attendance at a judicial least the minimum fair wage established by subsection (j) of in the course of his employment, is required or permitted to proceeding in the capacity of a witness, or (iii) temporary section 31-58 of the Connecticut General Statutes an hour for 👚 travel for purposes which inure to the benefit of the employer, 👚 military leave, (B) An employer is permitted to offset payment: each hour worked in any week and the wage paid to such such travel time shall be considered to be working time and an employee receives for any of the services described in this employee shall be not less than the minimum fair wage shall be paid for as such. Expenses directly incidental to and subdivision against the employee's regular salary during the established by subsection (j) of section 31-58 of the resulting from such travel shall be paid for by the employer week of such absence. (3) No deduction shall be made for an Connecticut General Statutes for each hourworked. (d) when payment made by the employee would bring the commission. (1) When an employee is compensated solely on employee's earnings below the minimum fair wage. (c) When a commission basis, he shall be paid weekly an average of at an employee is required to report to other than his usual place leave act, 29 USC 2601 et seq., or the Connecticut family and least the minimum fair wage established by subsection (j) of of employment at the beginning of his work day, if such an medical leave act, section 31-51kk et seq., of the Connecticut section 31-58 of the Connecticut General Statutes per hour for assignment involves travel time on the part of the employee General Statutes, as permitted by 29 CFR 825.206 or by section each hour worked. (2) When an employee is paid in accordance in excess of that ordinarily required to travel from his home to 31-51qq-17 of the regulations of Connecticut state agencies; with a finding for a base rate plus commission, the wage paid his usual place of employment, such additional travel time or (B) The absence is taken pursuant to a bona fide paid time weekly to the employee from these combined sources shall shall be considered to be working time and shall be paid for as off benefits plan that specifically authorizes the substitution or reduction from accrued benefits for the time that an employee by subsection (j) of section 31-58 of the Connecticut General at other than his usual place of employment involves, on the is absent from work, provided the employee receives payment Statutes an hour for each hour worked in any work week. All part of the employee, travel time in excess of that ordinarily in an amount equal to his guaranteed salary. (4) No deduction ommissions shall be settled at least once in each month in required to travel from his usual place of employment to his of any kind shall be made for an absence of less than one week ull. When earnings are derived in whole or in part on the basis home, such additional travel time shall be considered to be which results from a disciplinary suspension for violating ordinary rules of employee conduct Sec. 31-60-15. Employee in bona fide Connecticut General Statutes per hour for each hour worked all time during which an employee is required by the employer (a) For the purposes of said section 31-58 (f), "employee n the work week, and the balance earned shall be settled at 📉 to be on the employer's premises or to be on duty, or to be at 📉 employed in a bona fide administrative capacity" means any least once monthly.

the prescribed work place, and all time during which an employee (1) whose primary duty consists of either: (A) the sec. 31-60-2. Gratuities as part of the minimum fair wage. required to do so, provided time allowed for meals shall be management policies or general business operations of his

otherwise prohibited by statutory provision or by a wage when an employee is required to wait on the premises while educational establishment or institution, or of a department order gratuities may be recognized as constituting a part of no work is provided by the employer. Working time in every or subdivision thereof, in work directly related to the academic instruction or training carried on therein; and (2) who are complied with: (1) The employee shall be engaged in an (b) All time during which an employee is reguired to be on call customarily and regularly exercises discretion and employment in which gratuities have customarily and usually for emergency service at a location designated by the independent judgement; and (3) (A) who regularly and constituted and have been recognized as part of his employer shall be considered to be working time and shall be directly assists a proprietor, or an employee employed in a remuneration for hiring purposes and (2) the amount received paid for as such, whether or not the employee is actually bona fide executive or administrative capacity, as such terms called upon to work. (c) When an employee is subject to call are defined in section 31-60-14 and 31-60-15, or (B) who wage shall be recorded on a daily, weekly, or bi-weekly basis in for emergency service but is not required to be at a location performs under only general supervision work along designated by the employer but is simply required to keep the specialized or technical lines requiring special training. 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, was received by the employee. For example, an attestation or indirectly and assigned to duty, working time shall begin does not devote as much as forty percent, of hi hours worked statement in electronic or written format demonstrating that when the employee is notified of his assignment and shall end in the workweek to activities which are not directly and closely payment of not less than the minimum fair wage established (a) For the purpose of this regulation, "true and accurate is compensated for his services on a salary or fee basis at a rate y subsection (j) of section 31-58 of the Connecticut General records" means accurate legible records for each employee of not less than four hundred dollars per week exclusive of satisfy the requirements of subdivisions (2) and (3) of this section. beginning and ending time of each work period, computed to or institution by which he is employed; provided an employee who is compensated on a salary or fee basis at a rate of not less board, lodging, or other facilities, and whose primary duty consists of the performance of work described in subdivision part. Such regulations may include, but are not limited to, (9) such other records as are stipulated in accordance with of discretion and independent judgement, shall be deemed to

per cent of the minimum fair wage per hour, and effective employer's place of business and the maintaining of time study, as distinguished from a general academic education lanuary 1, 2015, and ending on June 30, 2019, equal to records showing the beginning and ending time of each work and from an apprenticeship, and from training in the eighteén and one-half per cent of the minimum fair wage per period for such employée either imposes an undue hardship performance of routine mental, manual, or physical processes, nour for persons employed as bartenders who customarily—upon the employer or exposes him to jeopardy because of his—or (B) work that is original and creative in character in a inability to control the accuracy of such entries, a record of recognized field of artistic endeavor, as opposed to work five cents per hour in any other industry, and shall also total daily and total weekly hours will be approved as fulfilling which can be produced by a person endowed with general recognize deductions and allowances for the value of board, the record keeping requirements of this section. However, in manual or intellectual ability and training, and the result of such cases, the original time entries shall be made by the which depends primarily on the invention, imagination o cents for a light meal, lodging, apparel or other items or employee in his own behalf and the time entries made by the talent of the employee or (C) teaching, tutoring, instructing or services supplied by the employer; and other special employee shall be used as the basis for payroll records (d) lecturing in the activity of imparting knowledge while conditions or circumstances which may be usual in a particular — Repealed. (e) The employer shall maintain and retain for a — employed and engaged in this activity as a teacher certified or employer-employee relationship. The commissioner may period of 3 years the following information and data on each 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 (3) whose work is predominantly intellectual and varied in character, as opposed to routine mental, manual, mechanical or physical work, and is accomplished cannot be standardized in relation to a given period of time; and (4) who does not devote more than twenty percent of his hours worked in the workweek to activities (a) For the purposes of section 31-58 (f) of the general statutes, which are not an essential part of and necessarily incident to is amended, "employee employed in a bona fide executive the work described in subdivision (1) to (3), inclusive, of this capacity" means any employee (1) whose primary duty section; and (5) who is compensated for his services on a consists of the management of the enterprise in which he is salary or fee basis at a rate of not less than four hundred employed or of a customarily recognized department or subdivision thereof; and (2) who customarily and regularly of a customarily recognized department or subdivision thereof; and (2) who customarily and regularly employee who is the holder of a valid license or certificate (3) who has the authority to hire or fire other employees or permitting the practice of law or medicine or any of their whose suggestions and recommendations as to the hiring or branches and who is actually engaged in the practice thereof, firing and as to the advancement and promotion or any other or in the case of an employee who is the holder of the requisite change of status of other employees will be given particular academic degree for the general practice of medicine and is veight; and (4) who customarily and regularly exercise engaged in an internship or resident program pursuant to the discretionary powers; and (5) who does not devote more than practice of medicine or any of its branches, or in the case of an wenty percent, or, in the case of an employee of a retail or employee employed and engaged as a teacher as provided in service establishment who does not devote as much as forty subdivision (1) (C) of this section, and provided an employee percent, of his hours of work in the workweek to activities 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 of the work described in subdivisions (1) to (4), inclusive, of board, lodging or other facilities, and whose primary duty this section; provided this subdivision shall not apply in the consists of the performance either of work described in case of an employee who owns at least twenty percent subdivision (1) (A) or (C) of this section which includes work interest in the enterprise in which he is employed; and (6) who requiring the consistent exercise of discretion and judgement, compensated for his services on a salary basis at a rate of not or of work requiring invention, imagination or talent in a less than four hundred dollars per week exclusive of board, recognized field of artistic endeavor, shall be deemed to meet lodging, or other facilities, except that this subdivision shall all of the requirements of this section. (b) "Salary basis" [refer to not apply in the case of an employee in training for a bona fide Section 31-60-14.] (c) "Fee basis" means the payment of an executive position as defined in this section if (A) the training agreed sum for the accomplishment of a single task regardless of the time required for its completion. A fee basis payment compensated for his services on a salary basis at a rate not less—shall be permitted only for jobs which are unique in nature than three hundred seventy-five dollars per week exclusive of 👚 rather than for a series of jobs which are repeated an indefinite board, lodging, or other facilities during the training period; (C) a tentative outline of the training program has been is made over and over again. Payment on a fee basis shall approved by the labor commissioner; and (D) the employer amount to a rate of not less than the rate set forth in shall pay tuition costs, and fees, if any, for such instruction and subsection (a) of this section. reimburse the employee for travel expenses to and from each

DORA SENKOW

compensation for labor or services rendered by an employee, whether the amount employee electing to receive wages, salary or other compensation by means of a Sec. 31-69a. Additional penalty. (a) In addition to the penalties provided in this determined on a time, task, piece, commission or other basis of calculation; (4) payroll card account, each employer using payroll card accounts to deliver wages, chapter and chapter 568, any employer, officer, agent or other person who violates salary or other compensation to an employee shall provide such employee with clear any provision of this chapter, chapter 557 or subsection (q) of section 31-288 shall be Sec. 31-71b. Payment of wages. Electronic direct deposit of wages for state and conspicuous notice, in writing, and in the language the employer normally uses liable to the Labor Department for a civil penalty of three hundred dollars for each employees. Exemptions. (a) (1) Except as provided in subdivision (2) of this subsection, to communicate employment-related polices to his or her employees, of the violation of said chapters and for each violation of subsection (g) of section 31-288, n employer, or the agent or representative of an employer, shall pay weekly, or following:(1) That payment of wages, salary or other compensation by means of a except that (1) any person who violates (A) a stop work order issued pursuant to subsection (c) of section 31-76a shall be liable to the Labor Department for a civil wages, salary or other compensation by either direct deposit or by negotiable penalty of one thousand dollars and each day of such violation shall constitute a separate offense, and (B) any provision of section 31-12.31-13 or 31-14. subsection (a) itemized list of fees that may be assessed by the card issuer and their amounts; (3) The of section 31-15 or section 31-18, 31-23 or 31-24 shall be liable to the Labor requirements of section 31-71k are satisfied.(2) Unless otherwise requested by the methods available to employees both for accessing their full wages, salary or other Department for a civil penalty of six hundred dollars for each violation of said sections, compensation in lawful money of the United States without any transaction fee to the and (2) a violation of subsection (q) of section 31-288 shall constitute a separate employee for such access and for avoiding or minimizing fees for use of the payroll offense for each day of such violation.(b) Any employer, officer, agent or other person account in any bank. Connecticut credit union or federal credit union that has agreed card, including, but not limited to, a clear and conspicuous notice describing how to who violates any provision of chapter 563a may be liable to the Labor Department for a civil penalty of not greater than five hundred dollars for the first violation of chapter 563a related to an individual employee or former employee, and for each subsequent methods available to employees for checking their balances in the payroll card violation of said chapter related to such individual employee or former employee, account without cost; and(5) A statement indicating that third parties may assess may be liable to the Labor Department for a civil penalty of not greater than one construed to (1) prohibit a local or regional board of education or an entity called a additional fees.(d) Each pay period, but not more frequently than each week, an thousand dollars. In setting a civil penalty for any violation in a particular case, the state-aided institution pursuant to section 5-175 and a recognized or certified employee with a payroll card shall be allowed to make at least three withdrawals from Labor Commissioner shall consider all factors which the commissioner deems relevant, including, but not limited to, (1) the level of assessment necessary to insure including within their collective bargaining agreement a schedule for the payment of the full amount of the employee's net wages, salary or other compensation for the immediate and continued compliance with the provisions of chapter 563a; (2) the of wages to certified employees or noncertified employees that differs from the pay period at a depository financial institution or other convenient location. (e) None character and degree of impact of the violation; and (3) any prior violations of such employer of chapter 563a.(c) The Attorney General, upon complaint of the Labor Commissioner, shall institute civil actions to recover the penalties provided for under charged against the wages, salary or other compensation delivered to the employee. subsections (a) and (b) of this section. Any amount recovered shall be deposited in the (f) (1) Neither the employer nor the payroll card issuer shall assess a fee to the General Fund and credited to a separate non-lapsing appropriation to the Labor Department, for other current expenses, and may be used by the Labor Department to enforce the provisions of chapter 557, chapter 563a, this chapter and subsection (g) of section 31-288 and to implement the provisions of section 31-4. Sec. 31-69b. Discharge, discipline, penalty or discrimination prohibited. Right of

> employee benefits to which he otherwise would have been eligible if he had not been discharged, disciplined, penalized or discriminated against. Any employee who prevails in such a complaint shall be awarded reasonable attorney's fees and costs.

the Labor Commissioner shall assess a civil penalty of \$300.00 upon the following (1) an employer has violated a statutory provision of part III of Chapter 557; or (2)

employer shall be notified of the civil penalty assessment by the "Notice of Violation and Opportunity to Show Cause" which shall be sent to the employer. (c) The Notice of Violation and Opportunity to Show Cause" shall provide the following 1) the total civil penalty assessed: (2) the right of the employer to request in writing a hearing to show cause why the civil penalty should not be assessed; (3) an advisement that no hearing shall be granted unless a written request for hearing s received by the Division within twenty-one (21) days from the date of mailing of the notice; and (4) the right of the employer to waive the right to request a hearing and to respond in writing to the notice within twenty-one (21) days of the date of mailing of the notice. Sec. 31-71h-4. Request for hearing

twenty-one (21) days from the date the "Notice of Violation and Opportunity to

Show Cause" was issued, a written request for an opportunity to be heard which

shall clearly state the reason(s) for such request, including facts to demonstrate that

egal grounds to warrant a hearing, the Commissioner shall provide written notice of the hearing to show cause why a civil penalty should not be assessed and shall mail written notice to the employer of the date, time and place of the hearing. Such determination shall be within the sole discretion of the Commissioner. The notice shall inform the employer of its rights in the show cause hearing including: (1) the right to be represented by any person, including an attorney; and (2) the right to present documentary evidence and written and/or oral argument in

hearing, the total civil penalty assessed in the Notice shall be the final civil penalty. (c) If the employer does not request a hearing or respond in writing to the Notice, option of receiving wages, salary or other compensation by direct deposit and by Sec. 31-76k. Payment of fringe benefits upon termination of employment. If the total civil penalty assessed in the Notice shall be the final civil penalty unless