# NECTICUT

**CONNECTICUT & FEDERAL LABOR LAW POSTER** 

EMPLOYEE POLYGRAPH PROTECTION ACT

he Employee Polygraph Protection Act prohibits private sector, subject to restrictions, to certain including the right to a written notice before testing most private employers from using lie detector tests either for pre-employment screening or during the (armored car, alarm, and guard), and of pharmaceutical not to have test results disclosed to unauthorized

course of employment. PROHIBITIONS Employers are manufacturers, distributors and dispensers. The Act also persons. ENFORCEMENT The Secretary of Labor may

jenerally prohibited from requiring or requesting any permits polygraph testing, subject to restrictions, of bring court actions to restrain violations and assess civil

employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for

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

**USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT** 

USERRA 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

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

25

 $\star \star \star \star \star \star$ 

HEALTH INSURANCE PROTECTION

WAGE AND HOUR DIVISION

1-866-487-9243

www.dol.gov/agencies/who

DEPARTMENT OF LABOR

\* 😫 🙆 🎯 😂 🎯

 $\star \star \star \star \star \star \star$ 

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 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,

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

LaborLawCenter.com 1-800-745-9970 • Product ID: CT50

Compliance Code: CT-0225-F04 • Check Compliance By Scanning Here ►

# EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

### Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

<ul> <li>Who is Protected?</li> <li>Mho is Protected?</li> <li>Retaliation for filing a charge, reasonably opposing discrimination proceeding discrimination proceeding discrimination or proceeding discrimination direct there are strict time discrimination (including anney exercise or physical conduct)</li> <li>Harassment (including unvelcome verbal or physical conduct)</li> <li>Harassment (including unvelcome verbal or physical conduct)</li> <li>Harassment (including or promotion</li> <li>Hairassment (including or promotion)</li> <li>Failure to provide reasonable accommodation for a disability pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)</li> <li>Age (40 and older)</li> <li>Age (40 and older)</li> <li>Obstraining or disclosing genetic information of employees</li> <li>Requesting or disclosing genetic information or pregnece, or employees</li> <li>Requesting or disclosing medical history)</li> <li>Against you, regaridles disclosing medical information or employees</li></ul>

# **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

enforces the nondiscrimination and affirmative action commitments of companies individuals with disabilities at all levels of employment, including the executive leve enforces the nondiscrimination and affirmative action commitments of companies 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 under 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, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment. Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation 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 not making reasonable accommodation to the known physical or mental limitations in *https://ofccphelpdesk.dol.gov/s/*. or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on oFCCP's "Contact Us" webpage at <u>https://www.dol.gov/agencies/ofccp/contact</u>.

v.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

CHRO

State of Connecticut

OUR RIGHTS UNDER USERRA

iniformed services.

EEMPLOYMENT RIGHTS

### **PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE**

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 mination 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 discrimination causes or may cause discrimination in providing services under such programs. without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which 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

### On the basis of:

leave in one-hour increments.

injury or disability

age, alienage, ancestry, color, disability (past and present intellectual, mental, learning, and physical disabilities, including, but not limited to, blindness, deafness, mobility impairments, and use of a guide dog or guide dog in training) familial status (housing only) gender identity or **COMMISSION ON** HUMAN RIGHTS 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 for protected activity (including filing with CHRO)

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** §§ 31-57R - 31-57W - PAID SICK LEAVE

Each employer with 25 or more employees, based on the number of employees on its payroll for the week containing January 1st annually, shall provide paid sick leave annually to each of its employees in the state. The paid sick leave shall accrue beginning January 1, 2025, for current employees, or for employees hired after anuary 1, 2025, beginning on the employee's date of employment.

AccrualThe accrual is at a rate of 1 hour of paid sick leave for each 30 hours worked by employee up to a maximum of 40 hours per year (the employer shall choose any 365-day period used to calculate employee benefits in order to administer paid sick leave). • No employee shall be entitled to use more than the maximum number of accrued hours

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 LeaveAn employee shall be entitled to the use of accrued paid sick

here to listen housing options Transferir Cada empleado tendrá derecho a transferir hasta 40 horas acumuladas no utilizadas de IT IS ILLEGAL TO DISCRIMINATE AGAINST SOMEONE BASED ON THEIR STATUS AS A VICTIM OF DOMESTIC VIOLENCE 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 por or take actions against you based on your (iv) Taking other actions to increase saf rbich shall not exceed the allowance bereinafter provided, employer or on the employer's authorization directly or case of an employee of a retail or service esta eave 120 calendar days after their date of hire. Employees may use accrued paid sick status as a victim of domestic violence, nor can they deny you reasonable leave of enfermedad pagada acumulada 120 días calendario después de su fecha de contratación. Los violence, including temporary or permanent relocation; o vas 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 empleados pueden usar la licencia por enfermedad pagada acumulada en incrementos de una hora absence for certain issues related to the abuse you or your dependent children have 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 (v) Obtaining legal services, assisting in the prosecution of the offense, or otherwise ecordkeepingEmployers must track and keep records of hours worked and paid sick niento de Registros Los empleadores deben rastrear y mantener registros de las horas experienced, including: vages received by the service employee, including gratuities, when the employee has completed his assignment. participating in legal proceedings in relation to domestic violence. leave accrued and used for every employee. trabajadas y la licencia por enfermedad pagada acumulada y utilizada para cada empleado. ogether with other authorized allowances, represents a Sec. 31-60-12. Records (i) Seeking attention for injuries caused by domestic violence, including for a child; If you feel you have been discriminated against due to your status as a victim of 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 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 (ii) Obtaining services including safety planning from a domestic violence or rape 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 domestic violence or if you have been denied a reasonable leave of absence jo igual a la mayor de las siguientes cantidades: 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 crisis center to deal with issues related to abuse, contact the Connecticut Commission • el salario normal por hora de ese empleado; o Statutes per hour for each hour worked during the pay period, showing: on Human Rights and Opportunities at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO (iii) Obtaining psychological counseling related to domestic violence, including for · 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 will be accepted by the commissioner as substantial evidence (1) His name Reasons for Use of Leave An employee may use paid sick leave for his or her own:
 illness, injury or health condition; the medical diagnosis, care or treatment of his or a child período de pago durante el cual el empleado utilizó la licencia por enfermedad pagada. (2) his home address or purposes of this section, provided all other requirements of Razones para el uso de la licencia Un empleado puede usar la licencia por enfermedad pagada por his and other applicable regulations shall be complied with. (3) the occupation in which he is employed; 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; uch attestation, statement, or substantial evidence shall (4) the total daily and total weekly hours worked, showing the tratamiento de su enfermedad mental o enfermedad física, lesión o condición de salud; PREGNANCY DISCRIMINATION satisfy the requirements of subdivisions (2) and (3) of this section. beginning and ending time of each work period, computed to the nearest unit of 15 minutes; 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 preventative medical care; or • mental health wellness day 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 • atención médica preventiva; o • día del bienestar de la salud mental. • un empleado puede usar la licencia por enfermedad pagada por un miembro de familia por (5) his total hourly, daily or weekly basic wage; (6) his overtime wage as a separate item from his basic wage; (7) additions to or deductions from his wages each pay period; Public Act 19-4, An Act Increasing the Minimur 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 Connect enfermedad, lesión o estado de salud; • el diagnóstico médico, la atención o el tratamiento de una or physical illness, injury or health condition; or • preventative medical care. Discriminación por embarazo y adaptación en el lugar de trabajo Fair Wage. Sec. 31-60(b) The Labor Commissioner shall adopt (6) his overtime wage as a separate item from his basic wage: **Pregnancy Discrimination and Accommodation in the Workplace** 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 such regulations, in accordance with the provisions of chapter overed Employers Each employer with one or more employees must Empleadores contemplados en estas leyes Cada empleador con uno o más empleado Un empleado puede usar la licencia por enfermedad pagada para el cierre por orden de un 54, as may be appropriate to carry out the purposes of this (8) his total wages paid each pay period; comply with these anti-discrimination and reasonable accommodation laws debe cumplir con Estas leyes contra la discriminación y de ajustes razonables relacionado con 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 by order of a public official due to a public health emergency. 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 elated to an employee or job applicant's pregnancy, childbirth el embarazo, el parto de una empleada o solicitante de empleo o afecciones relacionadas An employee may use paid sick leave when a health authority, the employer of the egulations defining and governing an executive, sections 31-60-1 through 31-60-16, or related conditions, including lactation. **Prohibition of Discrimination** No employer may discriminate against an Se prohíbe la discrim 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 administrative or professional employee and outside (10) working certificates for minor employees (sixteen to nación Ningún empleador puede discriminar a una empleada c the employee or the employee's family member poses a risk to the health of others salesperson; learners and apprentices, their number, eighteen years). True and accurate records shall be maintained 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., because of exposure to a communicable disease. que el empleado o el miembro de la familia del empleado representa un riesgo para la salud de los 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 related conditions (e.g., breastfeeding or expressing milk at work). amamantar a su bebé o extraerse leche materna en el trabajo) 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: demás debido a la exposición a una enfermedad transmisible. 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 Prohibited discriminatory conduct includes: La conducta discriminatoria prohibida incluye In empleado puede usar la licencia por enfermedad pagada si el empleado o un miembro de la authorize the maintenance of wage records and the retention vage, gratuities in an amount (1) equal to twenty-nine and • Terminating employment because of pregnancy, childbirth or related La terminación del empleo debido a embarazo, parto o condición relacionada familia del empleado es víctima de violencia familiar o agresión sexual: • for medical care or psychological or other counseling for physical or psychological three-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 Negar un permiso de ausencia razonable por discapacidad debido a embarazo (por ej., que condition para recibir atención médica o asesoramiento psicológico o de otro tipo por lesiones o Denying reasonable leave of absence for disability due to pregnancy (e.g., doctor prescribed bed rest during 6-8 week recovery period after birth)\* hirty-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 el médico haya recetado descanso en cama durante el periodo de recuperación de 6 a 8 to obtain services from a victim services organization discapacidades físicas o psicológicas; 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 semanas después del parto)\* to relocate due to such family violence or sexual assault para obtener servicios de una organización de servicios para víctimas; Negar las prestaciones por discapacidad o por permiso de ausencia acumuladas conforme 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 Denying disability or leave benefits accrued under plans maintained by reubicarse debido a dicha violencia familiar o agresión sexual; 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 to participate in any civil or criminal proceedings related to or resulting from such the employer a los planes que el empleador mantenga • 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, family violence or sexual assault. "Family member" means a spouse, sibling, child, Failing to reinstate employee to original job or equivalent position after No reincorporar a la empleada a su puesto de trabajo original o a un puesto equivalente 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.** grandparent, grandchild, or parent of an employee, or an individual who is related to nour 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 después de su ausencia abuelo, nieto o padre de un empleado, o una persona que está relacionada con el empleado po he employee by blood or by an affinity whose close association the employee shows Limitar, segregar o clasificar a la empleada de forma tal que la prive de oportunidades de the hotel and restaurant industry, including a hotel restaurant, maintain wage records at other than the place of employment, employed in a bona fide professional capacity" means any Limiting, segregating or classifying the employee in a way that would to be equivalent to those family relationships. **Documentation** No employer shall require an employee to provide any sangre o por una afinidad cuva asociación cercana el empleado demuestra que es equivalente a esa deprive her of employment opportunities Discriminating against her in the terms or conditions of employment who customarily and regularly receive gratuities, (2) equal to a record of total daily and weekly hours worked by each employee (1) whose primary duty consists of the performance elaciones familiares. eight and two-tenths per cent, and effective January 1, 2009, employee shall also be available for inspection in connection Establecer términos o condiciones de empleo que discriminen a la emplead 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 de que se está tomando licencia por enfermedad pagada por una razón cubierta por la ley de 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 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 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 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 protecciór personnel action or discriminate against an employee because the employee: licencia por enfermedad pagada del empleo de acuerdo con esta ley. 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 his law. Prohibición de Represalias o Discriminación Ningún empleador tomará medidas personales de requests or uses paid sick leave either in accordance with the act; or 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 Adaptación razonable El empleador debe proporcionar una adaptación razonable sonable Accommodation An employer must provide a reasonable accommodation to an Employee or job applicant due to her pregnancy, childbirth or needing to breastfeed or express milk at work. • in accordance with the employer's own paid sick leave policy, as the case may be; or epresalia ni discriminará a un empleado porque el empleado eighteen and one-half per cent of the minimum fair wage per period for such employee either imposes an undue hardship • files a complaint with the Labor Commissioner alleging the employer's violation of the act. • oblicita 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 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 and regularly receive gratuities, and (3) not to exceed thirty-Reasonable accommodations include, but are not limited to Ejemplos de adaptaciones razonables incluyen, entre otros: **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, • presenta una queja ante el Comisionado Laboral alegando la violación de la ley por parte del 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 Permitirle estar sentada mientras trabaja Being permitted to sit while working empleador. More frequent or longer breaks 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 Pausas más frecuentes o más largas Negociación colectiva Nada en la ley disminuirá los derechos otorgados a cualquier empleado en Descanso periódico in the amountof eighty-five cents for a full meal and forty-five Periodic rest 2012, or July 1, 2012, pursuant to chapter 319pp. Complaint Process Any employee aggrieved by a violation of the provisions of the law Ayuda con el trabajo manual
Reestructuración del trabajo 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 Assistance with manual labor Job restructuring 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 may file a complaint with the Labor Commissioner. Upon receipt of any such complaint, conformidad con el capítulo 319pp. 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 Asignaciones de trabajo lig Light duty assignments Proceso de quejas Cualquier empleado agraviado por una violación de las disposiciones de la ley said Commissioner may hold a hearing. After a hearing, theCommissioner may assess a Horarios de trabaio modificados 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 educationa Modified work schedules civil penalty or award other relief. puede presentar una queja ante el Comisionado Laboral. Al recibir dicha queja, dicho Comisionado wide, in such regulations, modifications of the minimum Transferencias temporales a tareas menos extenuantes o menos peligrosa individual employed in a bona fide executive, administrative Temporary transfers to less strenuous or less hazardous work podrá programar una audiencia. Después de una audiencia, el Comisionado puede imponer una Employees may file a complaint on the Department of Labor website: Tiempo libre para recuperarse del parto (recetado por un médico, por lo general entre 6 y fair wage herein established for learners and apprentices; or professional capacity. Time off to recover from childbirth (prescribed by a Doctor, typically 6-8 https://portal.ct.gov/dol/divisions/wage-and-workplacesta persons under the age of eighteen years; and for such special (1) His name; 8 semanas) <u>wage-complaint?language=en\_US</u> Pausas e instalaciones adecuadas (no en un baño) para extraerse leche materna
 Negación de la adaptación razonable Ningún empleador habrá de discriminar a una cases or classes of cases as the commissioner finds appropriate (2) his home address; Break time and appropriate facilities (not a bathroom) for expressing milk to prevent curtailment of employment opportunities, avoid (3) the occupation in which he is employed; Denial of Reasonable Accommodation No employer may discriminate This is not the complete Paid Sick Leave law. Please co nguage=en\_ ndue hardship and safeguard the minimum fair wage herein empleada o solicitante de empleo negándole una adaptación razonable debido a su (4) his total wages paid each work period against employee or job applicant by denying a reasonable accommodation vour Human Resources office for additional information established. Regulations in effect on July 1, 1973, providing for (5) the date of payment and the pay period covered by embarazo. due to pregnancy. a board deduction and allowance in an amount differing from La conducta discriminatoria prohibida incluye rohibited discriminatory conduct includes: on su oficina de that provided in this section shall be construed to be amended Sec. 31-60-14. Employee in a bona fide Executive capacity. No proporcionar una adaptación razonable (y que no represente una penuria excesiva para · Failing to make reasonable accommodation (and is not an undue ir del 1/1/25 onsistent with this section. el empleador)\* Negar oportunidades de trabajo a una empleada o solicitante de empleo debido a la Sec. 31-60-3. Deductions and allowances for reasonable Denying job opportunities to employee or job applicant because of petición de contar con una adaptación razonable Forzar a la empleada o solicitante de value of board and lodging was repealed. request for reasonable accommodation empleo a que acepte una adaptación razonable cuando ella no tiene una limitación Sec. 31-60-4. Physically or mentally handicapped SEXUAL HARASSMENT Forcing employee or job applicant to accept a reasonable accommodation conocida relacionada con el embarazo o cuando no se necesita tal adaptación para que employees. [This regulation defines a "physically or mentally when she has no known limitation related to pregnancy or the accommodation is not required to perform the essential duties of job realice las tareas esenciales de su trabajo nandicapped person" as a person whose earning capacity is mpaired by age or physical or mental deficiency or injury Pedirle a una empleada que acepte un permiso de ausencia cuando en vez de ello se l directs the work of two or more other employees therein; and Requiring employee to take a leave of absence where a reasonable pudo haber provisto una adaptación razonable and provides guidelines for a modification of the minimum accommodation could have been made instead \*<u>Nota:</u> Para demostrar una penuria excesiva, el empleador debe presentar evidencia de wage.] Sec. 31-60-6. Minors under the age of 18. (a) For the \*Note: To demonstrate an undue hardship, the employer must show that the accommodation would require a significant difficulty or expense in light of que la adaptación supondría una dificultad o gasto considerables tomando en cuenta sus purposes of this regulation, "minor" means a person at least or Sexual Harassment circunstancias. 16 years of age but not over 18 years of age. To prevent its circumstances. prohíbe tomar represalias Los empleadores tienen prohibido tomar represalias contra curtailment of employment opportunities for minors, and to desist orders rohibition of Retaliation Employers are prohibited from retaliating against una empleada debido a la petición de disponer de una adaptación razonable. Requisitos de la notificación Los empleadores deben publicar y proporcionar esta notificación provide a reasonable period during which training for an employee because of a request for reasonable accommodation. adjustment to employment conditions may be tory damages **Notice Requirements** Employers must post and provide this notice to all existing employees by January 28, 2018; to an existing employee within 10 a todas las empleadas a más tardar el 28 de enero de 2018, a cualquier empleada dentro de los accomplished, a minor may be employed at a modification of the minimum fair wage established by subsection (j) of motion or 10 días posteriores al momento en el que notifique al empleador de su embarazo o condiciones days after she notifies the employer of her pregnancy or related conditions; relacionadas, y a las nuevas empleadas cuando inicien su relación laboral. ection 31-58 of the general statutes, but at not less than distress damages and to new employees upon commencing employment. **rocedimiento de presentación de quejas** <u>CHRO</u> Cualquier empleada perjudicada por 85% of the minimum wage, for the first 200 hours of omplaint Process CHRO Any employee aggrieved by a violation of these la inobservancia de estas leyes podrá presentar una queja ante la Comisión de Derechos employment. When a minor has had an aggregate of two statutes may file a complaint with the Connecticut Commission on Human Humanos y Oportunidades (Commission on Human Rights and Opportunities, CHRO) do nundred hours of employment, he may not be employed by Rights and Opportunities (CHRO). Complainants have 300 days from the date of Connecticut. Las denunciantes tienen 300 días a partir de la fecha del presunto acto de or after October 1, 2019. the same or any other employer at less than the minimum 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 If you feel you have been discriminated against, contact the Connecticut Commission on Human Rights and Opportunities 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 \*This subsection is amended by P.A. 19-4, An Ac at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO to retaliate against you for filing a complaint. ncreasing the Minimum Fair Wage. CGS Sec. 31-58(i)(5). por presentar una queja CHRO main number: 860-541-3400 Número principal de la CHRO: 860-541-3400 The rates for all persons under the age of eighteen years, Sitio web de la CHRO: <u>https://portal.ct.gov/CHRO</u> Enlace de la CHRO sobre <u>"Cómo Presentar una Queja por Discriminación"</u>: CHRO website: https://portal.ct.gov/CHRO except emancipated minors, shall be not less than eighty-fiv FMLA - FAMILY AND MEDICAL LEAVE ACT per cent of the minimum fair wage for the first ninety days of period does not exceed six months; and (B) the employee is CHRO link <u>"How to File a Discrimination Complaint</u> https://portal.ct.gov/CHRO/Complaint-Process/Complaint-Process/How-to-File-asuch employment, or ten dollars and ten cents per hour, https://portal.ct.gov/CHRO/Complaint-Process/Complaint-Process/ Your Employee Rights Under the Family and Medical Leave Act whichever is greater, and shall be equal to the minimum fair <mark>Discrimination-Complaint</mark> <u>DOL</u> Además, las mujeres a las que se les niegue el derecho a amamantar o extraerse lecho How-to-File-a-Discrimination-Complaint /hat is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides advance notice is not possible, give notice as soon as possible. You do not have to share a wage thereafter, except in institutional training programs 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 eligible employees with **iob-protected leave** for gualifying family and medical reasons. The medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your materna en el trabajo, o que se vean expuestas a discriminación o represalias por hacerlo specifically exempted by the commissioner. (b) In addition to J.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most podrán presentar una queja ante el Departamento del Trabajo (Department of Labor, DOL) he records required by section 31-66 of the 1969 a complaint with the Connecticut Department of Labor (DOL). mployees. Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month employer if FMLA leave was previously taken or approved for the same reason when supplement to the general statutes, each employer shall shall pay tuition costs, and fees, if any, for such instruction and subsection (a) of this section. de Connecticut. reimburse the employee for travel expenses to and from each DORA SENKOW period for: • The birth, adoption or foster placement of a child with you, • Your serious mental requesting additional leave. Your employer may request certification from a health care DOL phone number: 860-263-6791 Número telefónico del DOL: 860-263-6791 obtain from each minor to be employed at a modification of or physical health condition that makes you unable to work, • To care for your spouse, child or 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 Formulario de presentación de quejas ante el DOL: destination other than local, where such instruction or training the minimum fair wage rate as herein provided, a statement DOL complaint form En español: https://www.ctdol.state.ct.us/wgwkstnd/forms-wwsInstruct.htm https://www.ctdol.state.ct.us/wgwkstnd/forms-wwsInstruct.htm arent with a serious mental or physical health condition, and • Certain gualifying reasons of his employment prior to his date of accession with his is provided. Any trainee program so approved may lated to the foreign deployment of your spouse, child or parent who is a military state or local law or collective bargaining agreement that provides greater family or medical servicemember. An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness **may** take up to 26 workweeks or 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 WAGE PAYMENT LAWS UNEMPLOYMENT COMPENSATION FMLA leave in a single 12-month period to care for the servicemember. You have the right to sional 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 you are eligible for FMLA leave, your employer <u>must</u>: • Allow you to take job-protected time use FMLA leave in **one block of time.** When it is medically necessary or otherwise permitted **REQUIRED UNEMPLOYMENT POSTER** DOL-74 (Rev 12/23) u may take FMLA leave intermittently in separate blocks of time, or on a reduced off work for a qualifying reason, • Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and • Allow you to return to the same schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more The following represent a summary of selected laws; sections 31-69a through 31-76k – For Review of full text consult Connecticut General Statutes All liable employers must display a poster furnished by this agency to inform information. FMLA leave is **not paid leave,** but you may choose, or be required by you 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 job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave. Your **employer** <u>cannot</u> interfere with 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 workers that their employer is covered by the Connecticut Unemployment 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 Compensation Law (UC-8). All employers of one or more persons (full or partjoint 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 n eligible employee if all of the following apply: • You work for a covered employer, • You your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or time) must register by filing an Employer Status Report. Failure to receive a copy 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 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 cooperating with a WHD investigation. After becoming aware that your need for leave is for 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 of the form does not relieve the employer of the obligation to register. Employers 0 employees within 75 miles of your work location. Airline flight crew employees have different "hours of service" requirements. You work for a **covered employer** if <u>one</u> of the 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 including the State and any political subdivision thereof; (2) "Employee" includes any 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 can register by completing the appropriate forms which can be obtained by 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. following applies: • You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year, • You work for an elementary or employer must notify you in writing: • About your FMLA rights and calling the Employer Status Unit at 860-263-6550. 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 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** SCAN ME s 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 ublic or private secondary school, or • You work for a public agency, such as a local, state or 回祝回 'Commissioner" means the labor commissioner or visit **dol.gov/fmla** to learn more. If you believe your rights under the FMLA federal government agency. Most federal employees are covered by Title II of the FMLA, dministered by the Office of Personnel Management. How do I request FMLA leave? HEALTH INSURANCE have been violated, you may file a complaint with WHD or file a 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 private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process. 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, Generally, **to request FMLA leave you <u>must</u>: •** Follow your employer's normal policies for WAGE AND HOUR DIVISION equesting leave, • Give notice at least 30 days before your need for FMLA leave, or • If 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 nursuant to once every two weeks, all wages, salary or other compensation due each employee payroll card account is voluntary and the employee may instead choose to receive Errors, on a regular pay day, designated in advance by the employer using one or more of 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 **OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT** written or electronic request, by direct deposit; or (D) by payroll card, provided the 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, others 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 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 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 HA machines, depository financial institutions or other convenient locations;(4) The **Occupational Safety** Ind Health Administration **Job Safety and Health Job Safety and Health** which payment is made on a regular pay day shall be not more than eight days before such regular pay day, provided, if such regular pay day falls on a nonwork day, ce of the payment shall be made on the preceding work day.(c) This section shall not be lthcare 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 ocate 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 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 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 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 ELECTRONIC MONITORING DEVICES 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 NOTICE TO THE EMPLOYEES OF: charged against the wages, salary or other compensation delivered to the employee. noncertified employees for the payment of wages to such employees that differs n accordance with §31-48d of the Connecticut General Statues, this 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 will serve as notice that this employer may engage in the following types of Electronic Monitoring of employee's activities or communications; the initial payroll card; (B) transferring wages, salary or other compensation from the and void if such private or parochial school ceases to operate prior to completing employer to the payroll card account; (C) maintaining a payroll card account; (D) of section 31-288 and to implement the provisions of section 31-4. payment of all wages due to its certified or noncertified employees and such private Telephone \_ \_\_\_\_ Wire \_\_ Photo electronic 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) Computer **Employers must:** 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 Camera (including hidden cameras) \_\_\_\_\_ Radio \_ Electromagnetic dormancy of the payroll card account for the first twelve months of inactivity or employees swapping workdays or shifts as permitted under a collective bargaining rmancy; or (H) point-of-sale transactions.(2) A payroll card may bear an expiration Provide employees a workplace free from Photo-optical \_ agreement date, provided (A) the funds in the payroll card account do not expire; and (B) prior to Sec. 31-71c. Payment of wages on termination of employment. (a) Whenever the expiration date, the employee is provided with a replacement card, without recognized hazards. It is illegal to retaliate an employee voluntarily terminates his employment, the employer shall pay the charge, during the period when wages, salary or other compensation are applied to employee's wages in full not later than the next regular pay day, as designated nformation against an employee for using any of their the payroll card account by the employer and for sixty days after the last transfer of under section 31-71b, either through the regular payment channels or by mail. (b) wages, salary or other compensation is applied to the payroll card account by the Whenever an employer discharges an Employee, the employer shall pay the rights under the law, including raising a employer.(3) The payroll card account may escheat to the state pursuant to the employee's wages in full no later than the business day next succeeding the date provisions of section 3-57a.(g) Each employer shall provide the employee a means of of such discharge. (c) When work of any employee is suspended as a result of a health and safety concern with you or with 200 Folly Brook Boulevard Wethersfield, CT 06109-1114 checking his or her payroll card account balance through an automated telephone Rev. 05/06 labor dispute, or when an employee for any reason is laid off, the employer shall system, automated teller machine or electronically without cost to the employee pay in full to such employee the wages earned by him not later than the next OSHA, or reporting a work-related injury or venty-four hours per day and seven days per week.(h) Neither the payroll card nor egular pay day, as designated under section 31-71b the payroll card account shall be linked to any form of credit and, to the extent Sec. 31-71d. Payment where wages disputed. (a) In case of a dispute over the WORKERS' COMPENSATION illness. technologically feasible, the payroll card account shall not allow for overdrafts. No fees amount of wages, the employer shall pay, without condition and within the time interest may be imposed upon the employee for an overdraft or the first two set by sections 31-71a to 31-71i, inclusive, all wages, or parts thereof, conceded by **NOTICE TO EMPLOYEES** declined transactions of each calendar month.(i) The employer shall furnish the him to be due, and the employee shall have all remedies provided by law, Comply with all applicable OSHA State of Connecticut Workers' Compensation Commission 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 standards. employee with a payroll card shall be permitted, on timely notice to the employer and The Workers' Compensation Act (Connecticut General Statutes Chapter 568) 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 requires your employer a condition to payment shall be void. receive his or her wages, salary or other compensation by direct deposit into a Notify OSHA within 8 hours of a Sec. 31-71e. Withholding of part of wages. No employer may withhold or divert personal account at any bank, Connecticut credit union or federal credit union that any portion of an employee's wages unless (1) the employer is required or has agreed to accept such deposits or by negotiable check. The employer shall begir workplace fatality or within 24 hours of to provide benefits to you in case of injury or occupational disease in the course of empowered to do so by state or federal law, or (2) the employer has written payment by direct deposit as soon as practicable but not later than the first pay day employment. Section 31-294b of the Workers' Compensation Act states "Any authorization from the employee for deductions on a form approved by the after fourteen days from receiving both the employee's request and the account any work-related inpatient hospitalization, employee who has sustained an injury in the course of his employment shall ommissioner, or (3) the deductions are authorized by the employee, in writing, for information necessary to make the deposit, or by check as soon as practicable but not medical, surgical or hospital care or service, without financial benefit to the immediately report the injury to his employer, or some person representing his later than the first pay day after fourteen days from receiving the employee's request. amputation, or loss of an eye. employer and recorded in the employer's wage record book, or (4) the deductions employer. If the employee fails to report the injury immediately, the administrative (k) Consumer protections, including transaction histories and advanced notice of are for contributions attributable to automatic enrollment, as defined in section law judge may reduce the award of compensation proportionately to any prejudice changes in terms and conditions, shall be provided to each employee with a payrol 31-71j, in a retirement plan described in Section 401(k), 403(b), 408, 408A or 457 of that he finds the employer has sustained by reason of the failure, provided the card in accordance with Regulation E, 12 CFR Part 1005, as from time to time Provide required training to all workers the Internal Revenue Code of 1986, or any subsequent corresponding internal burden of proof with respect to such prejudice shall rest upon the employer." amended. Notwithstanding the foregoing, employees shall be provided the option to revenue code of the United States, as from time to time amended, established by An injury report by the employee is NOT an official written notice of claim for receive, on a monthly basis, automatic written transaction histories at no cost to the in a language and vocabulary they can the employer, or in the Connecticut Retirement Security Exchange established workers' compensation benefits; the Workers' Compensation Commission's Form employee for a term of at least twelve months or until such option is cancelled by the pursuant to section 31-418, or (5) the employer is required under the law of another mployee. Renewal of the option to receive written transaction histories at no cost to 30C is necessary to satisfy this requirement understand. state to withhold income tax of such other state with respect to (A) employees the employee may be required by the employer upon expiration of the initial twelve NOTE: You must comply with P. A. 17-141 (see next box, below) when filing a performing services of the employer in such other state, or (B) employees residing nonth term, and each twelvemonth term thereafter.(I) The payroll card shall be n such other state compensation claim associated with an automated teller machine network that ensures the availability of Prominently display this poster in the 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 The INSURANCE COMPANY or SELF-INSURANCE ADMINISTRATOR is: 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 workplace. remuneration, hours of employment and wage payment schedules, and (2) make leposited in a payroll card account that is insured by the Federal Deposit Insurance available to his employees, either in writing or through a posted notice maintained Corporation or the National Credit Union Administration on a pass-through basis to in a place accessible to his employees, any employment practices and policies or Post OSHA citations at or near the place the employee.(n) A payroll card account that is used to receive only employee wages change therein with regard to wages, vacation pay, sick leave, health and welfare salary or other compensation shall be exempt from execution or attachment (1) by benefits and comparable matters. of the alleged violations. creditors of the employer, and (2) under section 52-367b.(o) All notices required by the Sec. 31-71g. Penalty. Any employer or any officer or agent of an employer or any provisions of this section shall be clear and conspicuous.(p) Nothing in this section other person authorized by an employer to pay wages who violates any provision of shall be construed to preempt or override the terms of any collective bargaining On-Site Consultation services are available Zip Code: this part: (1) Shall be guilty of a class D felony, except that such employer, officer or agreement with respect to the methods by which an employer provides payment of agent shall be fined not less than two thousand nor more than five thousand dollars wages, salary or other compensation to employees.(g) Nothing in this section shall be to small and medium-sized employers, Approved Medical Care Plan YES NO for each offense if the total amount of all unpaid wages owed to an employee is more construed to restrict the fees that a payroll card issuer may charge the employer than two thousand dollars; (2) may be fined not less than one thousand nor more pursuant to a payroll card agreement between the payroll card issuer and the The State of Connecticut Workers' Compensation Commission office for this without citation or penalty, through OSHAthan two thousand dollars or imprisoned not more than one year, or both, for each employer, provided those fees are not charged to or passed on to any employee.(r workplace is located at: 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 supported consultation programs in every one thousand dollars but not more than two thousand dollars; (3) may be fined not shall cease sixty days after the employer-employee relationship has ended.(s) The Address 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 state. than six months, or both, for each offense if the total amount of all unpaid wages card usage and the actual incidence of associated fees. Not later than October 1, 2018 City wed to an employee is more than five hundred but not more than one thousand the commissioner shall determine whether such a study shall be conducted, and shal dollars; or (4) may be fined not less than two hundred nor more than five hundred report such determination, or the status or results of such a study if such a study has Zip Code 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. 11-4a, to the joint standing committee of the General Assembly having cognizance of Public Act 17-141 allows an employer the option to designate and post - "in the Sec. 31-71h. Regulations. The commissioner is authorized to issue regulations matters relating to labor.(t) The Labor Commissioner may adopt regulations, in workplace location where other labor law posters required by the Labor 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. Department are prominently displayed" and on the Workers' Compensation 31-71a to 31-71i, inclusive Commission's website [wcc.state.ct.us] – a location where employees must file Sec. 31-72. Civil action to collect wage claim, fringe benefit claim or arbitration claims for compensation 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 If your employer has listed a location below, you MUST file your 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 compensation claim there. When filing your claim, you are also required 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 - by law - to send it by certified mail. If blank below, ask your employer where to file your claim schedule Sec. 31-71k. Payment of wages by payroll cards. Study of payroll card usage.



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

CALL • TEXT • CHAT • EMAIL • 24/7

<ul> <li>supplemented by the present employer's recoid of hus main or wells in his employer, will be deemed and be put in the use of the mori or will be in his employer, will be deemed and be put in the use of the mori or will be in his employer. Will be deemed and be put in the use of the mori or will be deemed and be put in the use of the mori or wells. A supplemented by the more well by a basis at area of non less than the mori or the part of the endprove his nones constrained whether based on per centum of total constrained or a subary basis at area of none constrained whether based on per centum of total constrained or all constrained by the employee all constrained or all constrained</li></ul>					
Minimum wage is annually indexed and year, effective Jan 1. Set 3. Bor hour effective Jan 2. Set 3.	MINIMUM WAGE:				
<ul> <li>supplemented by the present employer's recoid of hus mainer weight and bern unit of weight of the purpose of this regulator in this regulate in this mathement to the part of the employer which aspect to the provisions of the requirements of section 31-66 (Deviation from the part of the employer aspect to aspect to the provisions of this regulator will cancel the modification of a customarily recognized department or subdivise the work of two or more ofter employees there, shall be one tensity prediction aspect to the section aspect to the provisions of this section aspect to the provisions of this regulator will cancel the modification prevailed and for such time the actual of the requirements of apport of any so their section aspect to the provisions of this regulator will cancel the modification prevailed and for such time the value and the section aspect to the section aspect to the provisions of this section aspect to the provisions of the provisions of this section aspect to the provision</li></ul>	each year, effective Jan 1. \$16.35 per hour effective 1-1-2025	RATE OF PAY PER WEEK. F - SEE SECTIO	AFTER 40 HOURS OR EXCEPTIONS N 31-76i OF THE	APPLICABLE MINIMUM WAGE. NOT, DURING THE PRECEDING SAME TIME SHALL BE PAID A MIN	MINORS EMPLOYED BY AGRICULTURAL EMPLOYERS WHO DID CALENDAR YEAR, EMPLOY EIGHT OR MORE WORKERS AT THE NIMUM WAGE OF NOT LESS THAN 70% OF THE MINIMUM WAGE
east 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 seg., of the Connecti	<b>Sec. 31-60-1.</b> Piece rates in relation to times an established rate per unit of work perforegard to time required forsuch accord for business transacted whether based on per corducing, without limitation thereto, commission or specific rate per unit of accord incentive plan" means any method of concluding, without limitation thereto, commission or specific rate per unit of accord incentive plan" means any method of concluding, without limitation thereto, commission or specific rate per unit of accord incentive plan" means any method of concluding, without limitation thereto, commission or neuding, without limitation thereto, commission or specific rate per unit of accord including, without limitation thereto, commission or neuding, without limitation thereto, commission or neuding, without limitation thereto, commission or neuding, without limitation thereto, commersive where the payment is in accordance with a sworking agreement, but shall be subject to thereinafter set forth. (b) Record of wages. Each emaintain records of wages paid to each emptopempensated for his services in accordance with olan in such form as to enable such comper translated readily into terms of average hou weekly basis for each work week or paremployment. (c) Piece rates in relation to time rate and enables with a sufficient amount at piece rates to yield at of a least the minimum fair wage established by of section 31-58 of the Connecticut General Statutes for each hour work an employee is compensated at piece rates for for work in a week and at an hourly rate for other propose's hourly rate shall be at least the minimum fair wage established by subsection (j) of section 32-58 of the Connecticut General Statutes for each hour worked on piece rate work established by subsection (j) of section 32-58 of the Connecticut General Statutes and his earning the stablished by subsection (j) of section 32-58 of the Connecticut General Statutes for each hour worked on piece rate for thof work (i.e., an incentive pay plan superimproportion 31-58 o	- SEE SECTIO CONNECTICU me rates or mad bonuses. n, "piece rates" rmed without implishment. compensation entum of total omplishment. ompensation, ns, piece rate, lits produced, fixed plan by compensation as part of the the limitation mployer shall loyee who is a na incentive station to be rly rate on a t thereof of tates. (1) When es he shall be a verage rate subsection (j) tutes for each oaid to such im fair wage 31-58 of the ked. (2) When certain hours ther hours, the num fair wage 31-58 of the so for that work all be not less osection (j) of utes for each oployed at a e same hours used upon an imum hourly age rate of at osection (j) of es an hour for paid to such im fair wage 1-58 of the so for that work all be not less osection (j) of use for each oployed at a e same hours sed upon an imum hourly age rate of at osection (j) of average of at osection (j) of	N 31-76i OF THE JT GENERAL STATUTES. present employer. Such statem supplemented by the present worked by the minor while in satisfactory evidence of good i employer with respect to his a this regulation, provided such compliance with the requirem general statutes and section 3 provisions of this regulation w the minimum fair wage herein which the violation prevailed a wage shall be paid. Sec. 31-60-7. Learners. [This regulation contains the Labor Commissioner for a subi which is not apprenticeable.] Sec. 31-60-8. Apprentices. [Under this regulation, appre Connecticut State Apprentic Department may not be empl wage unless permission has Commissioner through an app Sec. 31-60-9. A p a rel For the purpose of this regula or other clothing supplied by course of employment but clothing purchased by the required for health, comfort or An allowance (deduction) not cents per week or the actual c permitted to apply as part of maintenance of wearing app cleaning of such apparel performed. When protective go or aprons are necessary to sa injury to an employee or an sanitation, such garments shal maintained by the employed time during which a worker is for purposes incidental to "a p but does not include time spu usual place of employment hereinafter provided in this reg- in the course of his employment hareinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinafter provided in this reg- in the course of his employment hereinaf	SAME TIME SHALL BE PAID A MIN AS DEFINED IN SECTION 31-58. hent of prior employment, employer's record of hours his employ, will be deemed faith on the part of the dherence to the provisions of record shall be in complete ents of section 31-66 of the 1-60-12. (c) Deviation from the ill cancel the modification of provided for all hours during and for such time the minimum requirements to apply to the minimum rate in an occupation entices duly registered by the ceship Council of the Labor oyed at less than the minimum been received from the Labor olication process.] thion, "apparel" means uniforms y the employer for use in the does not include articles of employee or clothing usually r convenience of the employee. to exceed one dollar and fifty ost, whichever is lower, may be the minimum fair wage for the arel or for the laundering and when the service has been parments such as gloves, boots feguard the worker or prevent re required in the interest of II be provided and paid for and er without charge upon the ulation, "travel time" means that required or permitted to travel erformance of his employment ent traveling from home to his or return to home, except as julation. (b) When an employee, et to the benefit of the employer, idered to be working time and enses directly incidental to and all be paid for by the employer e employee would bring the e minimum fair wage. (c) When ort to other than his usual place ing of his work day, if such an	VIMUM WAGE OF NOT LESS THAN 70% OF THE MINIMUM WAGE MINORS IN OTHER EMPLOYMENT - SEE SECTION 31-60-6 beterminated at any time by the labor commissioner upon proper notice, if he finds that the intent of the program as approved has not been carried out. An employee who is compensated on a salary basis at a rate of not less than four hundred seventy-five dollars per week, exclusive of board, lodging, or other facilities, and whose primary duty consists of the management of the enterprise in which he is employed or of a customarily recognized department or subdivision thereof, and includes the customary and 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) "Salary basis" means a predetermined amount paid for each pay period on a weekly or less frequent basis, regardless of the number of days or hours worked, which amount is not subject to reduction because of variations in the quality or quantity of the work performed, and which amount has been the subject of an employer advisement as required by section 31-71f of the Connecticut General Statutes. (1) Although the employee need not be paid for any workweek in which he performed no work, deductions may only be made in the following five (5) instances: (A) During the initial and terminal weeks of employment, an employer may pay a proportionate part of an employee's salary for the time actually worked; (B) Deductions may be made for one or more full days of sickness or disability provided the deduction is made pursuant to a bona fide plan, policy or practice of making deductions from an employee's salary after sickness or disability leave has been exhausted which has been disclosed to the employee is absent for personal reasons other than sickness of less than one full day taken pursuant to the federal family medical leave act, 29 USC 2601 et seq., or the Connecticut General Statutes; (D) Deductions may be made for absences of less than one full day taken pursuant to the federal
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 agence	each hour worked. (2) When an employee is paid	in accordance	in excess of that ordinarily requ	uired to travel from his home to	General Statutes, as permitted by 29 CFR 825.206 or by section 31-51qq-17 of the regulations of Connecticut state agencies; 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 equal at least an average of the minimum fair wage established such. (d) When at the end of a work day a work assignment reduction from accrued benefits for the time that an employes 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 paym 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 deduct	weekly to the employee from these combined equal at least an average of the minimum fair wac by subsection (j) of section 31-58 of the Connec Statutes an hour for each hour worked in any v	sources shall ge established cticut General vork week. All	shall be considered to be work such. (d) When at the end of a at other than his usual place of part of the employee, travel to	ing time and shall be paid for as work day a work assignment of employment involves, on the ime in excess of that ordinarily	or (B) The absence is taken pursuant to a bona fide paid time off benefits plan that specifically authorizes the substitution or reduction from accrued benefits for the time that an employee is absent from work, provided the employee receives payment in an amount equal to his guaranteed salary. (4) No deduction of any kind shall be made for an absence of less than one week

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

full. 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 of an incentive plan other than those defined herein, the working time and shall be paid for as such. (e) Repealed. established by subsection (j) of section 31-58 of the Connecticut General Statutes per hour for each hour worked in the work week, and the balance earned shall be settled at the work week, and the balance earned shall be settled at

www.dol.gov/ag For the purposes of this section, "gratuity" means a voluntary means a voluntary contribution received by the employee from a guest, patron or customer for service rendered. Unless AVISO ESTATUTOS GENERALES DE CONNECTICUT §§ 31-57R -31-57W - LICENCIA POR ENFERMEDAD PAGADA DOMESTIC VIOLENCE RESOURCES IN CONNECTICUT otherwise prohibited by statutory provision or by a wage 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 Cada empleador con 25 o más empleados, según la cantidad de empleados en su nómina para la Domestic violence is a pattern of coercive, controlling behavior that can include Connecticut's domestic violence information and resource hub semana que contiene el 1 de enero de cada año, proporcionará licencia por enfermedad pagada the minimum fair wage when all of the following provisions instance shall be computed to the nearest unit of 15 minutes instruction or training carried on therein; and (2) who anualmente a cada uno de sus empleados en el estado. La licencia por enfermedad pagada se CTSafeConnect.org | 888.774.2900 abuse. It is the result of a person's feeling of entitlement to have power and control CC2 DV are complied with: (1) The employee shall be engaged in an (b) All time during which an employee is required to be on call customarily and regularly exercises discretion and acumulará a partir del 1 de enero de 2025 para los empleados actuales o para los empleados 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 over their partner or family member and their choice to use abusive behaviors to gain contratados después del 1 de enero de 2025, a partir de la fecha de empleo del empleado. 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 All services are safe, free, confidential & voluntary and maintain that power and control. The pattern of abusive behavior is designed Acumulación La acumulación es a una tasa de 1 hora de licencia por enfermedad pagada por cada 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 30 horas trabajadas por un empleado hasta un máximo de 40 horas por año (el empleador elegira 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 cualquier período de 365 días utilizado para calcular los beneficios del empleado con el fin de 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 a wage record, even though payment is made more frequently, designated by the employer but is simply required to keep the specialized or technical lines requiring special training, administrar la licencia por enfermedad pagada).
Ningún trabajador tendrá derecho a utilizar más del número máximo de horas acumuladas 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 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, his employer to be subject to call but is contacted by his

nds that the intent of the program as een carried out. An emplovee who is lary basis at a rate of not less than four dollars per week, exclusive of board, ties, and whose primary duty consists of e enterprise in which he is employed or cognized department or subdivision the customary and regular direction of ore other employees therein, shall be of the requirements of this section. (b predetermined amount paid for each or less frequent basis, regardless of the rs worked, which amount is not subject of variations in the quality or quantity of and which amount has been the subject ement as required by section 31-71f of eral Statutes. (1) Although the employee ny workweek in which he performed no y only be made in the following five (5) g the initial and terminal weeks of oyer may pay a proportionate part of an he time actually worked; (B) Deductions e or more full days if the employee is easons other than sickness or accident; be made for one or more full days of rovided the deduction is made pursuant policy or practice of making deductions lary after sickness or disability leave has h has been disclosed to the employee in tion 31-71f of the Connecticut General ons may be made for absences of less in pursuant to the federal family medical et seq., or the Connecticut family and tion 31-51kk et seq., of the Connecticut ermitted by 29 CFR 825.206 or by section julations of Connecticut state agencies; / be made for one or more full days if the a result of a disciplinary suspension for e of major significance. Safety rules of include only those relating to the anger to the employer's pre ses, or to A) No deduction of any kind shall be workweek absence that is attributable casioned by the operating requirements jury duty, or attendance at a judicial pacity of a witness; or (iii) temporary mplover is permitted to offset payment for any of the services described in this he employee's regular salary during the e. (3) No deduction shall be made for an one full day from work unless: (A) The suant to the federal family and medical et seq., or the Connecticut family and tion 31-51kk et seq., of the Connecticut ermitted by 29 CFR 825.206 or by section gulations of Connecticut state agencies; aken pursuant to a bona fide paid time pecifically authorizes the substitution or d benefits for the time that an employee rovided the employee receives paymen guaranteed salary. (4) No deduction sions 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 ordinary rules of employee conduct

least once monthly. the prescribed work place, and all time during which an employee (1) whose primary duty consists of either: (A) the employee is employed or permitted to work, whether or not gratuities claimed as credit for part of the minimum fair 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

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

on a salary basis which is at least equal to the entrance salary for teachers in the school system or educational establishment

ervices as required by subparagraph (A) of this subdivision or

(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 of: (A) work requiring knowledge of an advanced type in a performance of routine mental, manual, or physical processes inability to control the accuracy of such entries, a record of recognized field of artistic endeavor, as opposed to work such cases, the original time entries shall be made by the which depends primarily on the invention, imagination o 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 of such character that the output produced or the result 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 as 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 provided this subdivision shall not apply in the case of an 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 weight; 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 which are not directly and closely related to the performance of the work described in subdivisions (1) to (4), inclusive, of this section; provided this subdivision shall not apply in the 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 mee 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; number of times and for which payment on an identical basis (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

DOL-75 (Rev. 12/24) 0024-075-0

CONNECTICUT DEPARTMENT OF LABOR | Wage & Workplace Standards Division | WAGE PAYMENT LAWS

salary or other compensation to an employee shall provide such employee with clear any provision of this chapter, chapter 557 or subsection (g) of section 31-288 shall be

State of Connecticut COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES Promoting Equality and Justice for all People State of Connecticut Discrimination and Title VII of the Civil	Employment Practices Act,	
Sexual harassment means: "Any unwelcome sexual advances or requests for sexual favors	Examples of Sexual Harassment	Remedies For
<ul> <li>(2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or</li> <li>(3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."</li> </ul>	<ul> <li>Unwelcome sexual advances</li> <li>Suggestive or lewd remarks</li> <li>Unwanted hugs, touches, or kisses</li> <li>Requests for sexual favors</li> <li>Retaliation for complaining about sexual harassment</li> <li>Derogatory or pornographic posters, cartoons or drawings</li> </ul>	Cease and de     Back pay     Compensato     Hiring, prom-     reinstatemen     Emotional dis
Connecticut law requires that a written complaint be filed with the Commission within 300 d For harassment occurring before October 1, 2019, complaints must be filed within 180 days		s occurring on or

	Effective 1/1/25	Esta no es la ley completa de Licencia por Enfermedad Pagada. Comuníq Recursos Humanos para obtener información adicional.	uese coi A partir
ontact ion.		Los empleados pueden presentar una queja en la página web del Departame https://portal.ct.gov/dol/divisions/wage-and-workplacestandards/wage comp US	
standards/		multa civil o otorgar otra compensación.	



# All workers have the right to:

# A safe workplace.

Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.

- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request 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 OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

h Insurance	Free, Expert Assistance &	Represer
nplicated.	Insurance Denials & Appe and Access to Care	eals, Billing
Worry	Any type of health covera	age
	– Commercial, Medicare,	HUSKY & c
	There's help.	
	Call: 1.866.466.4446 Visit: ct.gov/oha	Ο
ARS	Email: Healthcare.Advocate @ct.gov	Offic Hea Adv STATE OF

ddress:	

ty/Town:	Telephone:	

/Town:	Telep
--------	-------

Employer Name		
Address		
City/Town	Telephone	

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 pay employer to accept such wages, salary or other er than as hat has agreed wi 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 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 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.

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) compensation in lawful money of the United States without any transaction fee to the and (2) a violation of subsection (g) 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 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 relevant, including, but not limited to, (1) the level of assessment necessary to insure 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 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)

> Sec. 31-69b. Discharge, discipline, penalty or discrimination prohibited. Right of action. (a) An employer shall not discharge, discipline, penalize or in any manner discriminate against any employee because the employee has filed a claim of 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 nmissioner 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 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. 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) Commissioner"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. the Labor Commissioner shall assess a civil penalty of \$300.00 upon the following determination:

(1) an employer has violated a statutory provision of part III of Chapter 557; or (2) an employer has violated a statutory provision of Chapter 558. (b) In determining he 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 employer shall be notified of the civil penalty assessment by the "Notice of Violatior 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 nailing of the notice.

# Sec. 31-71h-4. Request for hearing

Any employer who seeks to contest a civil penalty assessment shall file, within 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 no violation has occurred.

CT-0225-F04

# Sec. 31-71h-5. Show cause hearing

(a) If the Commissioner determines that the employer has stated adequate facts or 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 egal grounds to warrant a hearing, the Commissioner shall provide written notice action, (1) twice the full amount of such wages, with costs and such reasonable 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 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. 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 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

	Em
	Ad
	Cit

	If you have any questions regarding this notice contact:
	for additional in
	(Company Representative)
	The Connecticut Department of Labor provides this sample poste a public service Wage & Workplace Standard Division



Zip Code

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 Date Posted: