

EMPLOYMENT LAWS

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FEDERAL



FED FED FED **EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT YOUR RIGHTS UNDER USERRA EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT** THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION bathroom, that is shielded from view and free from intrusion from coworkers and the public, FEDERAL MINIMUM WAGE which may be used by the employee to express breast milk. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA protects the job rights of individuals who voluntarily or **I FAVE ENTITI EMENTS REQUESTING LEAVE** \$7.25 PER HOUR **ENFORCEMENT** USERRA rights, including testifying or making a statement in connection with a proceeding involuntarily leave employment positions to undertake military service Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' The Department has authority to recover back wages and an equal amount in liquidated under USERRA, even if that person has no service connection. **BEGINNING JULY 24, 2009** or certain types of service in the National Disaster Medical System. period for the following reasons notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures. damages in instances of minimum wage, overtime, and other violations. The Department HEALTH INSURANCE PROTECTION USERRA also prohibits employers from discriminating against past The birth of a child or placement of a child for adoption or foster care; Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can nay litigate and/or recommend criminal prosecution. Employers may be assessed civil money If you leave your job to perform military service, you have the right to elect to continue and present members of the uniformed services, and applicants to the To bond with a child (leave must be taken within 1 year of the child's birth or placement): determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the The law requires employers to display this poster where employees can penalties for each willful or repeated violation of the minimum wage or overtime pay provisio your existing employer-based health plan coverage for you and your dependents for employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor uniformed services. To care for the employee's spouse, child, or parent who has a qualifying serious health condition; readily see it. up to 24 months while in the military. that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave provisions. Heightened civil money penalties may be assessed for each child labor violation **REEMPLOYMENT RIGHTS** For the employee's own qualifying serious health condition that makes the employee unable to perform the Even if you don't elect to continue coverage during your military service, you have **OVERTIME PAY** is for a reason for which FMLA leave was previously taken or certified. that results in the death or serious injury of any minor employee, and such assessments may You have the right to be reemployed in your civilian job if you leave that job to perform service employee's job; the right to be reinstated in your employer's health plan when you are reemployed, At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek. be doubled when the violations are determined to be willful or repeated. The law also prohibits Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines in the uniformed service and: For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, generally without any waiting periods or exclusions (e.g., pre-existing condition retaliating against or discharging workers who file a complaint or participate in any proceeding that the certification is incomplete, it must provide a written notice indicating what additional information is required. CHILD LABOR you ensure that your employer receives advance written or verbal notice of your exclusions) except for service-connected illnesses or injuries. child, or parent. under the FLSA. An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to EMPLOYER RESPONSIBILITIES ligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks o ENFORCEMENT work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old ADDITIONAL INFORMATION Once an employer becomes aware that an employee's need for leave is for a reason that may gualify under the FMLA, the you have five years or less of cumulative service in the uniformed services while with The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness. may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs Certain occupations and establishments are exempt from the minimum wage, and/or employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights that particular employe authorized to investigate and resolve complaints of USERRA violations. An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees with certain work hours restrictions. Different rules apply in agricultural employment. overtime pay provisions and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility. you return to work or apply for reemployment in a timely manner after conclusion of For assistance in filing a complaint, or for any other information on may take leave intermittently or on a reduced schedule Special provisions apply to workers in American Samoa, the Commonwealth of the **TIP CREDIT** Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated service; and USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee Northern Mariana Islands, and the Commonwealth of Puerto Rico. Employers of "tipped employees" who meet certain conditions may claim a partial wage credit you have not been separated from service with a disqualifying discharge or under as FMLA leave. http://www.dol.gov/vets. An interactive online USERRA Advisor can be viewed at substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies. Some state laws provide greater employee protections; employers must comply with based on tips received by their employees. Employers must pay tipped employees a cash wage other than honorable conditions http://www.dol.gov/elaws/userra.htm. **ENFORCEMENT BENEFITS & PROTECTIONS** of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If If you are eligible to be reemployed, you must be restored to the job and benefits you would If you file a complaint with VETS and VETS is unable to resolve it, you may request that Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not Some employers incorrectly classify workers as "independent contractors" when While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on have attained if you had not been absent due to military service or, in some cases, a comparable your case be referred to the Department of Justice or the Office of Special Counsel, as equal the minimum hourly wage, the employer must make up the difference. against an employe they are actually employees under the FLSA. It is important to know the difference applicable, for representation The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective between the two because employees (unless exempt) are entitled to the FLSA's NURSING MOTHERS Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent **RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION** You may also bypass the VETS process and bring a civil action against an employer for bargaining agreement that provides greater family or medical leave rights. minimum wage and overtime pay protections and correctly classified independent The FLSA requires employers to provide reasonable break time for a nursing mother employee pay, benefits, and other employment terms and conditions violations of USFRRA. contractors are not. who is subject to the FLSA's overtime requirements in order for the employee to express breast An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA are a past or present member of the are obligated to serve in the The rights listed here may vary depending on the circumstances. The text of this For additional information or to file a complaint: Certain full-time students, student learners, apprentices, and workers with disabilities milk for her nursing child for one year after the child's birth each time such employee has leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA uniformed service; notice was prepared by VETS, and may be viewed on the internet at this address: uniformed service may be paid less than the minimum wage under special certificates issued by the a need to express breast milk. Employers are also required to provide a place, other than a 1-866-4-USWAGE http://www.dol.gov/vets/programs/userra/poster.htm. Federal law requires employers to FLIGIRII ITY REQUIREMENTS have applied for membership in the Department of Labor. DEPARTMENT OF LABOR notify employees of their rights under USERRA, and employers may meet this requirement by (1-866-487-9243) uniformed service: or An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The UNITED STATES OF AMERICA displaying the text of this notice where they customarily place notices for employees. n an employer may not deny you: employee must TTY: 1-877-889-5627 1-866-487-9243 initial employment: promotion: or Have worked for the employer for at least 12 months; U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice www.dol.gov/whd WAGE AND HOUR DIVISION DEPARTMENT OF LABOR reemployment; any benefit of employment Have at least 1 250 hours of service in the 12 months before taking leave * and TTY: 1-877-889-5627 Office of Special Counsel UNITED STATES OF AMERICA UNITED STATES DEPARTMENT OF LABOR retention in employment: Employer Support of the Guard and Reserve • 1-800-336-4590 Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite. www.dol.gov/whd U.S. Department of Labor • Wage and Hour Division • WH1420 because of this status *Special "hours of service" requirements apply to airline flight crew employees REV. 07/2016 REV. 04/2017 REV. 04/2016 CT FED Equal Employment Opportunity is THE LAW D0L-75 Private Employers, State and Local Governments, These Administrative Regulations must be posted and maintained wherever workers covered by this Act are employed. disorders in family members (family medical history); and requests for or receipt expedition for which a campaign badge has been authorized), and Armed Forces 0024-075-0 of genetic services by applicants, employees, or their family members. service medal veterans (veterans who, while on active duty, participated in a U.S. **Educational Institutions, Employment Agencies and CONNECTICUT DEPARTMENT OF LABOR** military operation for which an Armed Forces service medal was awarded). RETALIATION **Labor Organizations** All of these Federal laws prohibit covered entities from retaliating against a RETALIATION WAGE AND WORKPLACE STANDARDS DIVISION Retaliation is prohibited against a person who files a complaint of discrimination, person who files a charge of discrimination, participates in a discrimination Applicants to and employees of most private employers, state and local proceeding, or otherwise opposes an unlawful employment practice. participates in an OFCCP proceeding, or otherwise opposes discrimination under vernments, educational institutions, employment agencies and labor these Federal laws organizations are protected under Federal law from discrimination on the WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED eighty-five cents for a full meal and fourty-five cents for a light meal, lodging, apparel or other items or (3) No deduction shall be made for an absence of less than one full day from work unless Sec. 31-60-12. Records Minimum Wage: Any person who believes a contractor has violated its nondiscrimination or following bases There are strict time limits for filing charges of employment discrimination. To services supplied by the employer; and other special conditions or circumstances which may be usual (a) For the purpose of this regulation, "true and accurate records" means accurate legible records for each (A) The absence is taken pursuant to the federal family and medical leave act, 29 USC 2601 et affirmative action obligations under the authorities above should contact RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN preserve the ability of EEOC to act on your behalf and to protect your right to \$11.00 per hour effective 1-1-19 in a particular employer-employee relationship. The commissioner may provide, in such regulations, employee showing seq., or the Connecticut family and medical leave act, section 31-51kk et seq., of the Connecticut mmediately: Title VII of the Civil Rights Act of 1964, as amended, protects applicants and file a private lawsuit, should you ultimately need to, you should contact EEOC modifications of the minimum fair wage herein established for learners and apprentices; persons His name; General Statutes, as permitted by 29 CFR 825.206 or by section 31-51gg-17 of the regulations of \$12.00 per hour effective 9-1-20 The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department promptly when discrimination is suspected: employees from discrimination in hiring, promotion, discharge, pay, fringe under the age of eighteen years; and for such special cases or classes of cases as the commissioner finds (2) his home address; Connecticut state agencies; or of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 appropriate to prevent curtailment of employment opportunities, avoid undue hardship and safeguard benefits, job training, classification, referral, and other aspects of employmen \$13.00 per hour effective 8-1-21 (B) The absence is taken pursuant to a bona fide paid time off benefits plan that specifically 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be the occupation in which he is employed; (3) (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing the minimum fair wage herein established. Regulations in effect on July 1, 1973, providing for a broad on the basis of race, color, religion, sex (including pregnancy), or national authorizes the substitution or reduction from accrued benefits for the time that an employee is contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional (4) the total daily and total weekly hours worked, showing the beginning and ending time of origin. Religious discrimination includes failing to reasonably accommodate an impairments). EEOC field office information is available at www.eeoc.gov or \$14.00 per hour effective 7-1-22 deduction and allowance in an amount differing from that provided in this section shall be construed to absent from work, provided the employee receives payment in an amount equal to his guaranteed or district office, listed in most telephone directories under U.S. Government, in most telephone directories in the U.S. Government or Federal Governmen be amended consistent with this section. each work period, computed to the nearest unit of 15 minutes; employee's religious practices where the accommodation does not impose undue Department of Labor \$15.00 per hour effective 6-1-23 section. Additional information about EEOC, including information about charge his total hourly, daily or weekly basic wage (B) The absence is taken pursuant to a bona fide paid time off benefits plan that specifically Sec. 31-60-3. Deductions and allowances for reasonable value of board and filing, is available at www.eeoc.gov. (6) his overtime wage as a separate item from his basic wage; (P.A. 19-4) DISABILITY authorizes the substitution or reduction from accrued benefits for the time that an employee is lodging was repealed. **Programs or Activities Receiving Federal Financial** additions to or deductions from his wages each pay period; Title I and Title V of the Americans with Disabilities Act of 1990, as amended, absent from work, provided the employee receives payment in an amount equal to his guaranteed **Employers Holding Federal Contracts or Subcontracts** Sec. 31-60-4. Physically or mentally handicapped employees. Assistance protect qualified individuals from discrimination on the basis of disability in OVERTIME - ONE AND ONE-HALF TIMES THE EMPLOYEES REGULAR RATE OF PAY AFTER 40 HOURS (8) his total wages paid each pay period; [This regulation defines a "physically or mentally handicapped person" as a person whose earning Applicants to and employees of companies with a Federal government contract hiring, promotion, discharge, pay, fringe benefits, job training, classification, PER WEEK. FOR EXCEPTIONS - SEE SECTION 31-76I OF THE CONNECTICUT GENERAL STATUTES. (4) No deduction of any kind shall be made for an absence of less than one week which results from a (9) such other records as are stipulated in accordance with sections 31-60-1 through 31-60-16; RACE, COLOR, NATIONAL ORIGIN, SEX capacity is impaired by age or physical or mental deficiency or injury and provides guidelines for a or subcontract are protected under Federal law from discrimination on the referral, and other aspects of employment. Disability discrimination includes not (10) working certificates for minor employees (sixteen to eighteen years). True and accurate disciplinary suspension for violating ordinary rules of employee conduct. In addition to the protections of Title VII of the Civil Rights Act of 1964, as nodification of the minimum wage. MINORS UNDER 18 YEARS OF AGE EMPLOYED BY THE STATE OR POLITICAL SUBDIVISION THEREOF MAY BE making reasonable accommodation to the known physical or mental limitations following bases records shall be maintained and retained at the place of employment for a period of 3 years Sec. 31-60-15. Employee in bona fide Administrative Capacity. amended. Title VI of the Civil Rights Act of 1964, as amended, prohibits Sec. 31-60-6. Minors under the age of 18. of an otherwise qualified individual with a disability who is an applicant or PAID 85% OF THE APPLICABLE MINIMUM WAGE RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN for each employee (a) For the purposes of said section 31-58 (f), "employee employed in a bona fide administrative discrimination on the basis of race, color or national origin in programs or (a) For the purposes of this regulation, "minor" means a person at least 16 years of age but not over employee, barring undue hardship. Executive Order 11246, as amended, prohibits job discrimination on the basis (b) The labor commissioner may authorize the maintenance of wage records and the retention of activities receiving Federal financial assistance. Employment discrimination capacity" means any employee (1) whose primary duty consists of either: (A) the performance of office 18 years of age. To prevent curtailment of employment opportunities for minors, and to provide MINORS UNDER 18 YEARS OF AGE EMPLOYED IN AGRICULTURE MAY BE PAID 85% OF THE APPLICABLE of race, color, religion, sex or national origin, and requires affirmative action to both wage and hour records as outlined either in whole or in part at a place other than the place of or nonmanual work directly related to management policies or general business operations of his is covered by Title VI if the primary objective of the financial assistance is a reasonable period during which training for adjustment to employment conditions may be MINIMUM WAGE employment when it is demonstrated that the retention of such records at the place of employment ensure equality of opportunity in all aspects of employment. The Age Discrimination in Employment Act of 1967, as amended, protects employer or his employer's customers, or (B) the performance of functions in the administration of a provision of employment, or where employment discrimination causes or may accomplished, a minor may be employed at a modification of the minimum fair wage established by MINORS EMPLOYED BY AGRICULTURAL EMPLOYERS WHO DID NOT, DURING THE PRECEDING CALENDAR school system or educational establishment or institution, or of a department or subdivision thereof, in applicants and employees 40 years of age or older from discrimination based INDIVIDUALS WITH DISABILITIES cause discrimination in providing services under such programs. Title IX of the YEAR, EMPLOY EIGHT OR MORE WORKERS AT THE SAME TIME SHALL BE PAID A MINIMUM WAGE OF NOT subsection (j) of section 31-58 of the general statutes, but at not less than 85% of the minimum wage, Education Amendments of 1972 prohibits employment discrimination on the (1) works an undue hardship on the employer without materially benefiting the inspection work directly related to the academic instruction or training carried on therein; and (2) who customarily on age in hiring, promotion, discharge, pay, fringe benefits, job training, Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified for the first 200 hours of employment. When a minor has had an aggregate of two hundred hours of LESS THAN 70% OF THE MINIMUM WAGE AS DEFINED IN SECTION 31-58. basis of sex in educational programs or activities which receive Federal financial procedures of the labor department, or and regularly exercises discretion and independent judgement; and (3) (A) who regularly and directly classification, referral, and other aspects of employment. individuals from discrimination on the basis of disability in hiring, promotion, employment, he may not be employed by the same or any other employer at less than the minimum fair MINORS IN OTHER EMPLOYMENT - SEE SECTION 31-60-6

Sec. 31-60-1. Piece rates in relation to time rates or incentive pay plans, including commissions and bonuses.

(a) Definitions. For the purpose of this regulation, "piece rates" means an established rate per unit of work performed without regard to time required for such accomplishment. "Commissions" means any premium or incentive compensation for business transacted whether based on per centum of total valuation or specific rate per unit of accomplishment. "Incentive plan" means any method of compensation, including, without limitation thereto, commissions, piece rate, bonuses, etc., based upon the amount of results produced, where the payment is in accordance with a fixed plan by which the employee becomes entitled to the compensation upon fulfillment of the conditions established as part o the working agreement, but shall be subject to the limitation hereinafter set forth.

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

(c) Piece rates in relation to time rates:

(1) When an employee is compensated solely at piece rates he shall be paid a sufficient amount at piece rates to yield an average rate of at least the minimum wage for each hour worked in any week, and the wage paid to such employee shall be not less than the minimum wage for each hour

(2) When an employee is compensated at piece rates for certain hours of work in a week and at an hourly rate for other hours, the employee's hourly rate shall be at least the minimum wage and his earnings from piece rates shall average at least the minimum wage for each hour worked on piece rate for that work week, and the wage paid to such employee shall not be less than the minimum wage for each hour worked.

(3) When an employee is employed at a combination of hourly rate and piece rate for the same hours of work (i.e., an incentive pay plan superimposed upon an hourly rate or a piece rate coupled with a minimum hourly guarantee), the employee shall receive an average rate of at least the minimum wage an hour for each hour worked in any week and the wage paid to such employee shall be not less than the minimum wage for each hour worked.

d) Commission

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(1) When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked

(2) When an employee is paid in accordance with a plan providing for a base rate plus commissio the wage paid weekly to the employee from these combined sources shall equal at least an verage of the minimum wage an hour for each hour worked in any work week. All commission shall be settled at least once in each month in full. When earnings are derived in whole or in part on the basis of an incentive plan other than these defined herein, the employee shall receive weekly at least the minimum wage per hour for each hour worked in the work week, and the balance earned shall be settled at least once monthly.

Sec. 31-60-2. Gratuities as part of the minimum fair wage.

For the purposes of this regulation, "gratuity" means a voluntary monetary contribution received by the employee from a guest, patron or customer for service rendered.

(a) Unless otherwise prohibited by statutory provision or by a wage order, gratuities may be recognized as constituting a part of the minimum fair wage when all of the following provisions are complied with:

(1) The employee shall be engaged in an employment in which gratuities have customarily and usually constituted and have been recognized as part of his remuneration for hiring purposes and (2) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on a weekly basis as a separate item in the wage record, even though payment is made more frequently, and

(3) Each employer claiming credit for gratuities as part of the minimum fair wage paid to any employee shall provide substantial evidence that the amount claimed, which shall not exceed th allowance hereinafter provided, was received by the employee. For example, a statement signed by the employee attesting that wages received, including gratuities not to exceed the amount specified herein, together with other authorized allowances, represents a payment of not less than the minimum wage per hour for each hour worked during the pay period, will be accepted by the commissioner as "substantial evidence" for purposes of this section, provided all other requirements of this and other applicable regulations shall be complied with.

Public Act 19-4, An Act Increasing the Minimum Fair Wage.

Sec. 31-60(b) The Labor Commissioner shall adopt such regulations, in accordance with the provisions o chapter 54, as may be appropriate to carry out the purposes of this part. Such regulations may include but are not limited to, regulations defining and governing an executive, administrative or professional employee and outside salesperson; learners and apprentices, their number, proportion and length of service; and piece rates in relation to time rates; and shall recognize, as part of the minimum fair wage, gratuities in an amount (1) equal to twenty-nine and three-tenths per cent, and effective January 1, 2009, equal to thirty-one per cent of the minimum fair wage per hour, and effective January 1, 2014. equal to thirty-four and six-tenths per cent of the minimum fair wage per hour, and effective January 1, 2015, and ending on June 30, 2019, equal to thirty-six and eight-tenths per cent of the minimum fair wage per hour for persons, other than bartenders, who are employed in the hotel and restaurant industry, including a hotel restaurant, who customarily and regularly receive gratuities, (2) equal to eight and two-tenths per cent, and effective January 1, 2009, equal to eleven per cent of the minimum fair wage per hour, and effective January 1, 2014, equal to fifteen and six-tenths per cent of the minimur fair wage per hour, and effective January 1, 2015, and ending on June 30, 2019, equal to eighteen and one-half per cent of the minimum fair wage per hour for persons employed as bartenders who customarily and regularly receive gratuities, and (3) not to exceed thirty-five cents per hour in any other industry and shall also recognize deductions and allowances for the value of board, in the amount of

SEXUAL HARASSMENT IS ILLEGAL

and is prohibited by

The Connecticut Discrimination Employment Practices Act, and

Title VII of the Civil Rights Act of 1964

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

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

section 31-60-12. (c) Deviation from the provisions of this regulation will cancel the modification of the minimum fair wage erein provided for all hours during which the violation prevailed and for such time the minimum wage shall be paid.

Sec. 31-60-7. Learners.

This regulation contains the requirements to apply to the Labor Commissioner for a subminimum rate in an occupation which is not apprenticeable.]

Sec. 31-60-8. Apprentices.

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

Sec. 31-60-9. Apparel

For the purpose of this regulation, "apparel" means uniforms or other clothing supplied by the employer for use in the course of employment but does not include articles of clothing purchased by the employee or clothing usually required for health, comfort or convenience of the employee. An allowance deduction) not to exceed \$1.50 per week or the actual cost, whichever is lower, may be permitted to apply as part of the minimum fair wage for the maintenance of wearing apparel or for the laundering and cleaning of such apparel when the service has been performed. When protective garments such as gloves, boots or aprons are necessary to safeguard the worker or prevent injury to an employee or are required in the interest of sanitation, such garments shall be provided and paid for and maintained by the employer without charge upon the employee

Sec. 31-60-10. Travel time.

(a) For the purpose of this regulation, "travel time" means that time during which a worker is required or permitted to travel for purposes incidental to "a performance of his employment but does not include time spent traveling from home to his usual place of employment or return to home, except as hereinafter provided in this regulation.

(b) When an employee, in the course of his employment, is required or permitted to travel for purposes which inure to the benefit of the employer, such travel time shall be considered to be working time and shall be paid for as such. Expenses directly incidental to and resulting from such travel shall be paid for by the employer when payment made by the employee would bring the employee's earnings below the ninimum fair wage

(c) When an employee is required to report to other than his usual place of employment at the beginning of his work day, if such an assignment involves travel time on the part of the employee in excess of that ordinarily required to travel from his home to his usual place of employment, such additional travel time shall be considered to be working time and shall be paid for as such

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

Sec. 31-60-11. Hours worked.

Unwanted hugs, touches, or kisses

Requests for sexual favors

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

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Commission on Human Rights and Opportunities

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

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

designated by the employer shall be considered to be working time and shall be paid for as such, whether or not the employee is actually called upon to work.

(c) When an employee is subject to call for emergency service but is not required to be at a location designated by the employer but is simply required to keep the employer informed as to the location at which he may be contacted, or when an employee is not specifically required by his employer to be subject to call but is contacted by his employer or on the employer's authorization directly or indirectly and assigned to duty, working time shall begin when the employee is notified of his assignment and shall end when the employee has completed his assignment.

Compensatory damages

Hiring, promotion or

records at other than the place of employment, a record of total daily and weekly hours worked by each employee shall also be available for inspection in connection with such wage records.

is not practical for enforcement purposes. Where perm

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

each individual employed in a bona fide executive, administrative or professional capacity. His name; (2) his home address

the occupation in which he is employed; his total wages paid each work period:

(5) the date of payment and the pay period covered by payment.

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

(a) For the purposes of section 31-58 (f) of the general statutes, as amended, "employee employee in a bona fide executive capacity" means any employee (1) whose primary duty consists of the management of the enterprise in which he is employed or of a customarily recognized departmen or subdivision thereof; and (2) who customarily and regularly directs the work of two or more other employees therein; and (3) who has the authority to hire or fire other employees or whose suggestions and recommendations as to the hiring or firing and as to the advancement and promotion or any other change of status of other employees will be given particular weight; and (4) who customarily and egularly exercise discretionary powers; and (5) who does not devote more than twenty percent, or, in the case of an employee of a retail or service establishment who does not devote as much as forty percent, of his hours of work in the workweek to activities which are not directly and closely related to the performance of the work described in subdivisions (1) to (4), inclusive, of this section; provided this subdivision shall not apply in the case of an employee who owns at least twenty percent interest in the enterprise in which he is employed; and (6) who is compensated for his services on a salary basis at a rate of not less than four hundred dollars per week exclusive of board, lodging, or other facilities, except that this subdivision shall not apply in the case of an employee in training for a bona fide executive position as defined in this section if (A) the training period does not exceed six months; and

B) the employee is compensated for his services on a salary basis at a rate not less than three hundred eventy-five dollars per week exclusive of board, lodging, or other facilities during the training period (C) a tentative outline of the training program has been approved by the labor commissioner; and (D) the employer shall pay tuition costs, and fees, if any, for such instruction and reimburse the employee for travel expenses to and from each destination other than local, where such instruction or training is rovided. Any trainee program so approved may be terminated at any time by the labor commissi 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 if the employee is absent for personal

reasons other than sickness or accident; (C) Deductions may be made for one or more full days of sickness or disability provided the deduction is made pursuant to a bona fide plan, policy or practice of making deductions from an employee's salary after sickness or disability leave has been exhausted which has been disclosed to the employee in accordance with section 31-71f of the Connecticut General Statutes; (D) Deductions may be made for absences of less than one full day taken pursuant to the federal

family medical leave act, 29 USC 2601 et seq., or the Connecticut family and medical leave act, section 31-51kk et seq., of the Connecticut General Statutes, as permitted by 29 CFR 825.206 or by section 31-51qq-17 of the regulations of Connecticut state agencies; or (E) Deductions may be made for one or more full days if the employee is absent as a result of a disciplinary suspension for violating a safety rule of major significance. Safety rules of major

significance include only those relating to the prevention of serious danger to the employer's nises, or to other employees (2)(A) No deduction of any kind shall be made for any part of a workweek absence that is attributable to:

(i) lack of work occasioned by the operating requirements of the employer; (ii) jury duty, or attendance at a judicial proceeding in the capacity of a witness; or (iii) temporary military leave. (B) An employer is permitted to offset payments an employee receives for any of the services described in this subdivision against the employee's regular salary during the week of such absence.

ntact their local unemployment office for information on how to claim unemployment benefits

terms are defined in section 31-60-14 and 31-60-15, or (B) who performs under only general supervisior work along specialized or technical lines requiring special training, experience or knowledge, or (C) who executes under only general supervision special assignments and tasks; and (4) who does not devote more than twenty percent, or, in the case of an employee of a retail or service establishment who does not devote as much as forty percent, of his hours worked in the workweek to activities which are not lirectly and closely related to the performance of the work described in subdivisions (1) to (3), inclusiv of this section; and (5)(A) who is compensated for his services on a salary or fee basis at a rate of not les than four hundred dollars per week exclusive of board, lodging, or other facilities, or (B) who, in the case of academic administrative personnel, is compensated for his services as required by subparagraph (A) of this subdivision or on a salary basis which is at least equal to the entrance salary for teachers in the school system or educational establishment 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 than **four hundred** seventy-five dollars per week, exclusive of board, lodging, or other facilities, and whose primary duty consists of the performance of work described in subdivision (1) of this section, which includes work requiring the exercise of discretion and independent judgement, shall be deemed to meet all of the requirements of this section.

assists a proprietor, or an employee employed in a bona fide executive or administrative capacity, as such

(b) "Salary basis" [refer to Section 31-60-14.]

(c) "Fee basis" means the payment of an agreed sum for the accomplishment of a single task regardless of the time required for its completion. A fee basis payment shall be permitted only for jobs which are inique in nature rather than for a series of jobs which are repeated an indefinite number of times and for which payment on an identical basis is made over and over again. Payment on a fee basis shall amount to a rate of not less than the rate set forth in subsection (a) of this section.

Sec. 31-60-1 6. Employee in bona fide Professional Capacity.

(a) For the purposes of said section 31-58 (f) "employee employed in a bona fide professional capacity" neans any employee (1) whose primary duty consists of the performance of: (A) work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study, as distinguished from a general academic education and from an apprenticeship, and from training in the performance of routine mental, manual, or physical processes, or (B) work that is original and creative in character in a recognized field of artistic endeavor, as opposed to work which can be produced by a person endowed with general manual or intellectual ability and training, and the result of which depends primarily on the invention imagination or talent of the employee or (C) teaching, tutoring, instructing or lecturing in the activity o imparting knowledge while employed and engaged in this activity as a teacher certified or recognized as such in the school system or educational establishment or institution by which he is employed; and (2) whose work requires the consistent exercise of discretion and judgement in its performance; and 3) whose work is predominantly intellectual and varied in character, as opposed to routine mental, nanual, 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 which are not an essential part of and necessarily incident to the work described in subdivision (1) to (3), inclusive, of this section; and (5) who is compensated for his services on a salary or fee basis at a rate of not less than **four** hundred dollars per week exclusive of board, lodging, or other facilities; provided this subdivision shall not apply in the case of an employee who is the holder of a valid license or certificate permitting the practice of law or medicine or any of their branches and who is actually engaged in the practice thereof, or in the case of an employee who is the holder of the requisite academic degree for the general practice of medicine and is engaged in an internship or resident program pursuant to the practice of nedicine or any of its branches, or in the case of an employee employed and engaged as a teacher as provided in subdivision (1) (C) of this section, and provided an employee who is compensated on a salary or fee basis at a rate of not less than **four hundred seventy-five dollars per week** exclusive of board, odging or other facilities, and whose primary duty consists of the performance either of work described in subdivision (1) (A) or (C) of this section which includes work requiring the consistent exercise of discretion and judgement, or of work requiring invention, imagination or talent in a recognized field of artistic endeavor, shall be deemed to meet all of the 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 regardless of the time required for its completion. A fee basis payment shall be permitted only for iobs which are unique in nature rather than for a series of jobs which are repeated an indefinite number of times and for

which payment on an identical basis is made over and over again. Payment on a fee basis shall amount to a rate of not less than the rate set forth in subsection (a) of this section. Thomas Wydra, Director

	Wage and Workplace Standards Division
CONNECTICUT	
DEPARTMENT	
OF LABOR	
Partner of the Amer	ican
Job Center Netwo	rk

REV. 2/2020

HOUSING & PUBLIC ACCOMMODATIONS

On the basis of: age, ancestry, breastfeeding in a place of public accommodation, color, familial status

		Telephone	100	171/1
Southwest Region	350 Fairfield Avenue, Bridgeport, CT 06604	203-579-6246	203-579-6246	203-579-6950
West Capitol Region	55 West Main Street, Suite 210, Waterbury, CT 06702	203-805-6579	203-805-6579	203-805-6559
Capitol Region	450 Columbus Blvd Suite 2, Hartford, CT 06103	860-566-7710	860-566-7710	860-566-1997
Eastern Region	100 Broadway, Norwich, CT 06360	860-886-5703	860-886-5707	860-886-2550
Administrative Office	450 Columbus Blvd Suite 2, Hartford, CT 06103	860-541-3400	860-541-3459	860-246-5419

website: www.state.ct.us/chro

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

Promoting Equality and Justice for all People Connecticut General Statutes §§ 31-57r - 31-57w – Paid Sick Leave **Examples of Sexual Harassment Remedies For Sexual Harassment** Each employer with 50 or more employees based on the number of employees on its payroll for the week containing October 1, shall provide paid sick leave annually to each of its service workers in the state. The paid sick leave shall accrue beginning January 1, 2012 for current employees, or for a service worker hired after January 1, 2012, beginning on the service worker's date of Unwelcome sexual advances Cease and desist orders employment Suggestive or lewd remarks Back pay

CT

Accrual sexual assault: The accrual is at a rate of one hour of paid sick leave for each 40 hours worked by a service worker 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). injury or disability;

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

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

NOTICE

A service worker may use paid sick leave if the service worker is a victim of family violence or for medical care or psychological or other counseling for physical or psychological

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. WAGE AND HOUR DIVISION WND UNITED STATES DEPARTMENT OF LABOR

On the basis of: age, ancestry, color, genetic information, learning disabil history of mental disability, intellectual disability, national origin, physica sex, including pregnancy, sexual harassment, transgender status, gender orientation or civil union status, workplace hazards to reproductive syster employment and licensing), Veteran status

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either

Employers are generally prohibited from requiring or requesting any 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

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions,

to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical

In: recruiting, hiring, referring, classifying, promoting, advertising, discharging, training, laying off, compensating, terms and conditions

(in housing), lawful source of income, learning disability, marital status, mental disability, intellectual

ility, marital status, past or present	disability, national origin, physical disability, race, religious creed, sex, transgend
cal disability, race, religious creed,	or expression, sexual orientation or civil union status, use of a guide dog/training
er identity or expression, sexual	status
ems, criminal record (in state	<i>In:</i> services rendered the public, rentals and sales of public and private housing
chis, chiminal record (in state	CREDIT TRANSACTIONS

restrictive with respect to lie detector tests.

job applicants may also bring their own court actions.

EXAMINEE RIGHTS

ENFORCEMENT

By: employers, employment agencies, labor organization

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as

amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in

the payment of wages to women and men performing substantially equal work,

in jobs that require equal skill, effort, and responsibility, under similar working

Title II of the Genetic Information Nondiscrimination Act of 2008 protects

referral, and other aspects of employment. GINA also restricts employers'

acquisition of genetic information and strictly limits disclosure of genetic

applicants and employees from discrimination based on genetic information

information. Genetic information includes information about genetic tests of

for pre-employment screening or during the course of employment.

iovernment to certain private individuals engaged in national security-related activities.

applicants, employees, or their family members; the manifestation of diseases or

in hiring, promotion, discharge, pay, fringe benefits, job training, classification,

conditions, in the same establishment.

GENETICS

FED

PROHIBITIONS

EXEMPTIONS

or for exercising other rights under the Act.

manufacturers, distributors and dispensers.

DEPARTMENT OF LABOR

CT

EMPLOYMENT

UNITED STATES OF AMERICA

Discrimination is Illegal

discharge, pay, fringe benefits, job training, classification, referral, and other

reasonable accommodation to the known physical or mental limitations of an

otherwise gualified individual with a disability who is an applicant or employee.

barring undue hardship. Section 503 also requires that Federal contractors take

affirmative action to employ and advance in employment gualified individuals

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED

with disabilities at all levels of employment, including the executive level.

The Vietnam Fra Veterans' Readiustment Assistance Act of 1974 as amended

to employ and advance in employment disabled veterans, recently separated

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

38 U.S.C. 4212, prohibits job discrimination and requires affirmative action

veterans (within three years of discharge or release from active duty), other

protected veterans (veterans who served during a war or in a campaign or

FORCES SERVICE MEDAL VETERANS

aspects of employment. Disability discrimination includes not making

Connecticut law prohibits discrimination in:

nder status, gender identity ing a guide dog, Veteran

INDIVIDUALS WITH DISABILITIES

Federal agency providing such assistance.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of

the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse

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

1-866-487-9243

TTY: 1-877-889-5627

www.dol.gov/whd

suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer

EEOC-P/E-1

or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits

EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement

employment discrimination on the basis of disability in any program or activity

which receives Federal financial assistance. Discrimination is prohibited in all

aspects of employment against persons with disabilities who, with or without

If you believe you have been discriminated against in a program of any institution

which receives Federal financial assistance, you should immediately contact the

REV. 11/2009

REV. 07/2016

reasonable accommodation, can perform the essential functions of the job.

WH1462

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

In: loans, mortgages, any credit transactions

If you believe you have experienced illegal discrimination, the CT Commission on Human Rights will investigate without cost to you. It is illegal for anyone to retaliate against you for filing a complaint.

For assistance contact:

Connecticut Commission on Human Rights & Opportunities

1. 1.	Sexual harassment means: "Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:	Retaliation for complaining about sexual harassment Emotional distress damages	The accrual is at a rate of one hour of paid sick leave for each 40 hours worked by a service worker 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).	 sexual assault: for medical care or psychological or other counseling for physical or psychological injury or disability; 		b Safety and Health
	 Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; 	Derogatory or pornographic posters, cartoons or drawings	No service worker shall be entitled to use more than the maximum number of accrued hours	to obtain services from a victim services organization;		-
- 長	Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or	Connecticut law requires that a written complaint be filed with the Commission within	Carry Over	 to relocate due to such family violence or sexual assault; to participate in any civil or criminal proceedings related to or resulting from such 	Occupational Safety	'S THE LAW!
6	3. Such conduct has the purpose or effect of substantially interfering with an	300 days of the date the alleged harassment for events occurring on or after October 1, 2019. For harassment occurring before October 1, 2019, complaints must be filed within	Each service worker 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	family violence or sexual assault.	U.S. Department of Labor and Health Administration	JINE LAVY:
	individual's work performance or creating an intimidating, hostile or offensive working environment."	180 days of the harassment. If you feel you have been discriminated against, contact the Connecticut	Use of Paid Sick Leave	Notice If leave is foreseeable, the employer may require advance notice.		
	Individuals who engage in acts of sexual harassment may be subject to civil and criminal penalties.	Commission on Human Rights and Opportunities at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO	A service worker shall be entitled to the use of accrued paid sick leave upon the completion of the service worker's 680 th hour of employment	If leave is unforeseeable, the employer may require notice as soon as practicable.		
	priority.	1-800-417-3737, or online at <u>www.ct.gov/CHR0</u>	 from January 1, 2012, for current service workers, or 	Reasonable Documentation Documentation for paid sick leave of 3 or more consecutive work days may be required		
			 if hired after January 1, 2012, upon the completion of the service worker's 680th hour of employment from the date of hire, unless the employer agrees to an earlier date. 	 documentation signed by a health care provider who is treating the service worker or the service worker's child or spouse indicating the need for the number of days of such 	All workers have the right to	Employers must
4	shi abi dhi dhi abi ɗa abi dhi dhi dhi dhi dhi dhi dh	N AN	A service worker shall not be entitled to the use of accrued paid sick leave if such service worker	leave shall be considered reasonable documentation.	All workers have the right to:	Employers must:
1	СТ /		did not work an average of 10 or more hours a week for the employer in the most recent complete calendar quarter.	 a court record or documentation signed by a service worker or volunteer working for a victim services organization, an attorney, a police officer or other counselor involved 	 A safe workplace. 	 Provide employees a workplace free from
8	NOT	ICE	Pay	with the service worker shall be considered reasonable documentation for a victim of family violence or sevual assault.	 Raise a safety or health concern with 	recognized hazards. It is illegal to retaliate
· AL		(3) "Electronic monitoring" means the collection of information on an employer's	Each employer shall pay each service worker for paid sick leave at a pay rate equal to the greater of either	Prohibition of Retaliation or Discrimination	your employer or OSHA, or report a work-	against an employee for using any of their
× 1	TO THE EMPLOYEES OF	premises concerning employees' activities or communications by any means other than direct observation, including the use of a computer, telephone, wire, radio, camera, electromagnetic,	the normal hourly wage for that service worker, or	No employer shall take retaliatory personnel action or discriminate against an employee	related injury or illness, without being	rights under the law, including raising a health
	In accordance with §31-48d of the Connecticut General Statutes, this will serve as notice that	photoelectronic or photo-optical systems, but not including the collection of information (A) for security purposes in common areas of the employer's premises which are held out for use by the	 the minimum fair wage rate under section 31-58 of the general statutes in effect for the pay period during which the employee used paid sick leave. 	 requests or uses paid sick leave either in accordance with the act; or 		and safety concern with you or with OSHA, or
4		public, or (B) which is prohibited under state or federal law.	Reasons for Use of Leave	• in accordance with the employer's own paid sick leave policy, as the case may be; or	retaliated against.	reporting a work-related injury or illness.
	TELEPHONE	(b) (1) Except as provided in subdivision (2) of this subsection, each employer who engages in any type of electronic monitoring shall give prior written notice to all employees	A service worker may use paid sick leave for his or her own: • illness, injury or health condition;	 files a complaint with the Labor Commissioner alleging the employer's violation of the act 	 Receive information and training on job 	
é	CAMERA (INCLUDING HIDDEN CAMERAS)	who may be affected, informing them of the types of monitoring which may occur. Each employer shall post, in a conspicuous place which is readily available for viewing by its	• the medical diagnosis, care or treatment of his or her mental illness or physical illness,	Collective Bargaining	hazards, including all hazardous substances	 Comply with all applicable OSHA standards.
- 6	Computer	employees, a notice concerning the types of electronic monitoring which the employer may engage in. Such posting shall constitute such prior written notice.	 injury or health condition; or preventative medical care. 	Nothing in the act shall diminish any rights provided to any employee or service worker under a collective bargaining agreement, or preempt or override the terms of any collective bargaining	in your workplace.	 Notify OSHA within 8 hours of a workplace
	Radio	(2) When (A) an employer has reasonable grounds to believe that employees are	A service worker may use paid sick leave for a child's or spouse's:	agreement effective prior to January 1, 2012.		fatality or within 24 hours of any work-related
6	Wire	engaged in conduct which (i) violates the law,(ii) violates the legal rights of the employer or the employer's employees, or (iii) creates a hostile workplace environment, and (B) electronic	illness, injury or health condition; the medical diagnosis,	Complaint Process Any employee aggrieved by a violation of the provisions of the act may file a complaint with	 Request a confidential OSHA inspection 	inpatient hospitalization, amputation, or loss
1.	ELECTROMAGNETIC Photofi ectronic	monitoring may produce evidence of this misconduct, the employer may conduct monitoring without giving prior written notice.	 care or treatment of a mental or physical illness, injury or health condition; or preventative medical care 	the Labor Commissioner. Upon receipt of any such complaint, said Commissioner may hold a hearing. After a hearing, the Commissioner may assess a civil penalty or award other relief.	of your workplace if you believe there are	of an eye.
	Photo-optical	(c) The Labor Commissioner may levy a civil penalty against any person that the commissioner finds to be in violation of subsection (b) of this section, after a hearing conducted	This is not the complete Paid Sick Leave	aw. Please contact your Human Resources	unsafe or unhealthy conditions. You have	·
6	OTHER	in accordance with sections 4-176e to 4-184, inclusive. The maximum civil penalty shall be five	office for addition Effective 1/1/15	onal information.	the right to have a representative contact	 Provide required training to all workers in a
	IF YOU HAVE ANY QUESTIONS REGARDING THIS NOTICE, CONTACT	hundred dollars for the first offense, one thousand dollars for the second offense and three thousand dollars for the third and each subsequent offense.		REV. 01/01/2015	OSHA on your behalf.	language and vocabulary they can understand.
	FOR ADDITIONAL INFORMATION. (COMPANY REPRESENTATIVE)	(d) The provisions of this section shall not apply to a criminal investigation. Any information obtained in the course of a criminal investigation through the use of electronic			 Participate (or have your representative 	 Prominently display this poster in the workplace.
6	Sec. 31-48d. Employers engaged in electronic monitoring required to give prior notice to employees.Exceptions. Civil penalty. (a) As used in this section:	monitoring may be used in a disciplinary proceeding against an employee.	СТ		participate) in an OSHA inspection and	
	(1) "Employer" means any person, firm or corporation, including the state and any political subdivision of the state which has employees;	The Connecticut Department of Labor, Wage & Workplace Standards Division 200 Folly Brook Boulevard • Wethersfield, CT 06109-1114	Workers' Compen	sation Commission	speak in private to the inspector.	 Post OSHA citations at or near the place of
華	(2) "Employee" means any person who performs services for an employer in a business of the employer, if the employer has the right to control and direct the person as to (A) the	(P.A.98-142.)		Employees eral Statutes Chapter 568) requires your employer,		the alleged violations.
	result to be accomplished by the services, and (B) the details and means by which such result is accomplished; and		The workers compensation Act (connecticut der	ieral Statutes chapter 500/requires your employer,	 File a complaint with OSHA within 30 days 	On-Site Consultation services are available to
			to provide benefits to you in case of injury or o	ccupational disease in the course of employment.	(by phone, online or by mail) if you have been	
1	<u>36 de de</u>	ab de se al un ab se de al de se se se se se	Section 31-294b of the Workers' Compensation Act states "Any employee who has sustained an injury in the course of his employment		retaliated against for using your rights.	small and medium-sized employers, without
	СТ		shall immediately report the injury to his employer, or some person	Public Act 17-141 allows an employer the option to designate and post — "in the workplace location where other labor law	 See any OSHA citations issued to your 	citation or penalty, through OSHA-supported
Ī	NOT	ICE	representing his employer. If the employee fails to report the injury immediately, the commissioner may reduce the award of compensation	posters required by the Labor Department are prominently	employer.	consultation programs in every state.
	Connecticut General Statutes		proportionately to any prejudice that he finds the employer has sustained by reason of the failure, provided the burden of proof with	displayed" and on the Workers' Compensation Commission's website [wcc.state.ct.us] – a location where employees must		
	Pregnancy Discrimination and Ac	ccommodation in the Workplace	respect to such prejudice shall rest upon the employer."	file claims for compensation.	 Request copies of your medical records, tests 	
	Covered Employers Each employer with more than 3 employees must comply with these anti-discrimination	Prohibited discriminatory conduct includes: Failing to make reasonable accommodation (and is not an undue hardship)**	An injury report by the employee is NOT an official written notice of claim for workers' compensation benefits; the Workers' Compensation	If your employer has listed a location below, you <i>MUST</i> file your compensation claim there.	that measure hazards in the workplace, and	
*	and reasonable accommodation laws related to an employee or job applicant's pregnancy,	Denying job opportunities to employee or job applicant because of request for	Commission's Form 30C is necessary to satisfy this requirement.	When filing your claim, you are also required – by law – to send it by certified mail.	the workplace injury and illness log.	
	childbirth or related conditions, including lactation. Prohibition of Discrimination	 reasonable accommodation Forcing employee or job applicant to accept a reasonable accommodation when she 	NOTE: You must comply with P. A. 17-141 (see box) when filing a	If blank below, ask your employer where to file your claim.		
	No employer may discriminate against an employee or job applicant because of her	has no known limitation related to pregnancy or the accommodation is not required	compensation claim. The INSURANCE COMPANY or SELF-INSURANCE ADMINISTRATOR is:		This poster is available free from OSHA.	
. it	pregnancy, childbirth or other related conditions (e.g., breastfeeding or expressing milk at work).	 to perform the essential duties of job Requiring employee to take a leave of absence where a reasonable accommodation 		Address Telephone		
	Prohibited discriminatory conduct includes: • Terminating employment because of pregnancy, childbirth or related condition	could have been made instead ** Note: To demonstrate an undue hardship, the employer must show that the	Address Telephone	City/Town State Zip Code		
6	Denying reasonable leave of absence for disability due to pregnancy (e.g., doctor	accommodation would require a significant difficulty or expense in light of its circumstances.	City/Town State Zip Code Approved Medical Care Plan	THIS NOTICE MUST BE IN TYPE OF NOT LESS THAN TEN POINT BOLD-FACE		
A.	 prescribed bed rest during 6-8 week recovery period after birth)* Denying disability or leave benefits accrued under plans maintained by the 	Prohibition of Retaliation Employers are prohibited from retaliating against an employee because of a request for	The State of Connecticut Workers' Compensation Commission office for	AND POSTED IN A CONSPICUOUS PLACE IN EACH PLACE OF EMPLOYMENT.		
1	employer	reasonable accommodation.	this workplace is located at:	FAILURE TO POST THIS NOTICE WILL SUBJECT THE EMLOYER TO STATUTORY PENALTY (Section 31-279 C.G.S.).	Contact OSHA. We can help.	
8	 Failing to reinstate employee to original job or equivalent position after leave Limiting, segregating or classifying the employee in a way that would deprive her of 	Notice Requirements Employers must post or provide this notice to all existing employees by January 28, 2018;	Address Telephone City/Town State Zip Code			
4	employment opportunities	to an existing employee within 10 days after she notifies the employer of her pregnancy or related conditions; and to new employees upon commencing employment.		Any questions as to your rights under the law or the obligations of the employer or insurance company should be addressed to the employer,		
ų.	*Note: There is no requirement that the employee be employed for a certain length of time	Complaint Process		the insurance company, or the Workers'		
k.	prior to being granted job protected leave of absence under this law.	CHRO Any employee aggrieved by a violation of these statutes may file a complaint with the		Compensation Commission (1-800-223-9675).		
1	Reasonable Accommodation An employer must provide a reasonable accommodation to an employee or job applicant due	Connecticut Commission on Human Rights and Opportunities (CHRO). Complainants have				
	to her pregnancy, childbirth or needing to breastfeed or express milk at work. Reasonable accommodations include, but are not limited to:	180 days from the date of the alleged act of discrimination, or from the time that you reasonably became aware of the discrimination, in which to file a complaint. It is illegal for	СТ			
	Being permitted to sit while working	anyone to retaliate against you for filing a complaint. CHRO main number: 860-541-3400	pulling all-nighters with h	ealth insurance questions?		
	More frequent or longer breaks	CHRO website: www.ct.gov/chro/site/default.asp				
	Periodic rest	CUDO link "Uput to File a Discrimination Consulaint"	Nothing is more important than your health. Under Connecticut law vo	DU NAVE FIGHLS IN NEATLY INSUFANCE — ILS IMDOFLANT TO KNOW WHAT THEY ARE. 📃 🔳		
我	Periodic rest Assistance with manual labor	CHRO link "How to File a Discrimination Complaint": http://www.ct.gov/chro/taxonomy/v4_taxonomy.asp? DLN=45570&chroNav= 45570]	Nothing is more important than your health. Under Connecticut law your health. Under Connecticut law you The Office of the Healthcare Advocate can help y	ou understand your rights and assist with appeals.		
載 と			The Office of the Healthcare Advocate can help y	ou understand your rights and assist with appeals.	1-800-321-OSHA (6742) • TTY 1	-877-889-5627 • www.osha.gov

