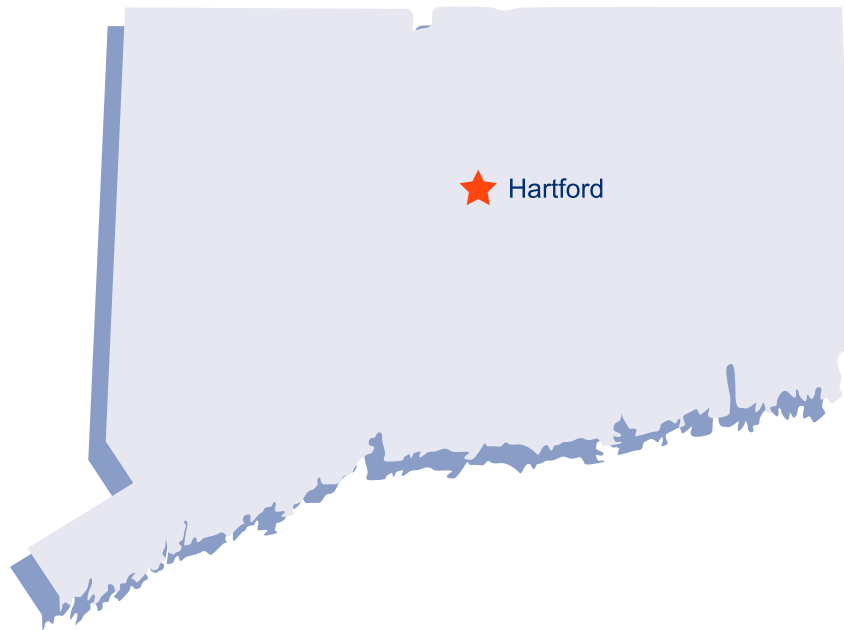


# CONNECTICUT





Thank you for choosing our eComply downloadable labor law posters with one year of free mandatory updates!

Your posters must be posted in a conspicuous location. Be sure to download all files.

### **Printing & Posting Instructions**

- These PDF documents should be **printed on 8.5" x 11" paper** with the printer set to the "fit to page" or comparable option. Following these printing instructions will help ensure that you are complying with state and federal size and font requirements.
- Posters have a Publication Code in the lower left corner, below the red line, such as EC-CA-0122 MINIMUM WAGE. **Post pages with the same code together.**
- **Color requirements:** (for Colorado, Maryland, New Mexico, and North Carolina ONLY).\*
- The Attention Employers letter that follows is for your information but should not be posted.

**IMPORTANT: If your email address changes, be sure to notify us so that you continue to receive updates.**

We are proud to be your most reliable resource for labor law compliance and we look forward to keeping you in compliance. Please contact us at 800-322-3636 if you have any questions.

- \*• **Background color requirement** (applies to Colorado *Anti-Discrimination*, and Maryland *Workers Compensation*)

These posters will appear on your computer screen and print with the required color background *if you have a color printer*. If not, you must print these posters on the appropriate colored paper.

- **Identical poster requirement** (applies to North Carolina *Workers Compensation* and New Mexico *Workers Compensation*)

These posters must be identical to the state-issued poster which is in color. The posters will appear in color on your computer screen and *must be printed using a color printer* to match the original.



## ATTENTION CONNECTICUT EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** that your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Effective July 1st, 2022, employers are required to provide its employees with a written notice about their rights under the **Connecticut Family and Medical Leave Act (CTFMLA) & Connecticut Paid Leave Act (CTPL)**. Go to our Free Specialty Posters page at the following address to download the **Connecticut Paid Leave Template notice**: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- Per the Pregnancy Discrimination and Accommodation in the Workplace law, in addition to posting the notice provided by the state, the notice should also be given:
  - To all new employees upon commencement of employment
  - Within 10 days after an employee notifies the employer that she is pregnant or has a related condition
- Employers should review the **Workers' Compensation Notice to Employees** poster and fill in any information that applies to them.
- Obtain a copy of the **Unemployment Insurance** poster. This poster must be obtained directly from the state Department of Labor because it contains information specific to your company. To request this poster, call the Employer Status Unit at (860) 263-6550.
- The following industries are required to post **Human Trafficking notices**: Publicly or privately-operated highway service plazas, hotels, motels, similar lodgings, and businesses that offer materials for sale or promote performances for adult audiences. Go to our Free Specialty Posters page at the following address to download the Connecticut Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- Locate the **Electronic Monitoring** notice on your state poster. This notice has 2 boxes in the heading. Check the box that applies to your company.
  - If your company conducts electronic monitoring:
    - Check off the types of electronic monitoring that may be used.
    - Fill in the name of the company representative to contact for additional information.
- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
  - Only employers who have registered should post the required posters, which can be downloaded free during registration.
  - DHS prohibits commercial sale of these posters by third parties.

For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at [www.e-verify.gov](http://www.e-verify.gov) or call 888-464-4218.
- Your state has a **No Smoking law**. Smoking is prohibited in all workplaces with 5 or more employees; however, employers may provide a dedicated smoking room as long as it conforms to OSHA guidelines for ventilation and guidelines set forth in Sec 19a-342. Employers must post required signs in their places of business in specific locations, such as building or room entrances. These location requirements cannot be met by including a no smoking sign on your labor law poster. Poster Compliance Center provides Free Specialty Posters that include certain state-specific signs. You can download a No Smoking or Vaping sign for your state on our Free Specialty Labor Law Posters page at the following address: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

**CTSL (7-22)**







## Summary of Public Act 19-4 “An Act Increasing the Minimum Fair Wage”

Minimum Wage: \$11.00 effective on October 1, 2019  
\$12.00 effective on September 1, 2020  
\$13.00 effective on August 1, 2021  
\$14.00 effective on July 1, 2022  
\$15.00 effective on June 1, 2023

On October 15, 2023, and on each October fifteenth thereafter, the Labor Commissioner shall announce the adjustment in the minimum fair wage which shall become the new minimum fair wage and shall be effective on January first immediately following.

On January 1, 2024, and not later than each January first thereafter, the minimum fair wage shall be adjusted by the percentage change in the employment cost index, or its successor index, for wages and salaries for all civilian workers, as calculated by the United States Department of Labor, over the twelve-month period ending on June thirtieth of the preceding year, rounded to the nearest whole cent.

### Gratuity Allowances (“Tip Credit”) for Service Employees

Date	Minimum Wage	Direct or Cash Wage	Difference
October 1, 2019	\$11.00	\$6.38	\$4.62
September 1, 2020	\$12.00	\$6.38	\$5.62
August 1, 2021	\$13.00	\$6.38	\$6.62
July 1, 2022	\$14.00	\$6.38	\$7.62
June 1, 2023	\$15.00	\$6.38	\$8.62

### Gratuity Allowances (“Tip Credit”) for Bartenders

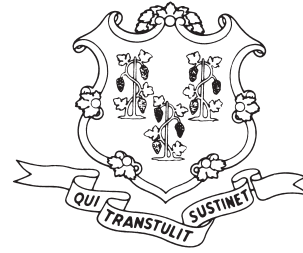
October 1, 2019	\$11.00	\$8.23	\$2.77
September 1, 2020	\$12.00	\$8.23	\$3.77
August 1, 2021	\$13.00	\$8.23	\$4.77
July 1, 2022	\$14.00	\$8.23	\$5.77
June 1, 2023	\$15.00	\$8.23	\$6.77

### Effective October 1, 2019

The rates for all persons under the age of eighteen years, except emancipated minors, shall be not less than eighty-five per cent of the minimum fair wage for the first ninety days of such employment, or ten dollars and ten cents per hour, whichever is greater, and shall be equal to the minimum fair wage thereafter, except in institutional training programs specifically exempted by the commissioner.

- This modified section eliminates learners and beginners, and adjusts the “first 200 hours of employment” rule to 90 days for the 85% minimum wage rate.

# NOTICE TO EMPLOYEES



State of Connecticut Workers' Compensation Commission

Revised 10-01-2021

The Workers' Compensation Act (Connecticut General Statutes Chapter 568) requires your employer,

\_\_\_\_\_ to provide benefits to you in case of injury or occupational disease in the course of employment.

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

An injury report by the employee is NOT an official written notice of claim for workers' compensation benefits; the Workers' Compensation Commission's Form 30C is necessary to satisfy this requirement.

**NOTE:** You must comply with P. A. 17-141 (see next box, below) when filing a compensation claim.

The INSURANCE COMPANY or SELF-INSURANCE ADMINISTRATOR is:

Name \_\_\_\_\_

Address \_\_\_\_\_ Telephone \_\_\_\_\_

City/Town \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Approved Medical Care Plan  Yes  No

The State of Connecticut Workers' Compensation Commission office for this workplace is located at:

Address \_\_\_\_\_ Telephone \_\_\_\_\_

City/Town \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Public Act 17-141 allows an employer the option to designate and post – "in the workplace location where other labor law posters required by the Labor Department are prominently displayed" and on the Workers' Compensation Commission's website [[wcc.state.ct.us](http://wcc.state.ct.us)] – a location where employees must file claims for compensation.

If your employer has listed a location below, you **MUST** file your compensation claim there.

When filing your claim, you are also required – by law – to send it by certified mail.

If blank below, ask your employer where to file your claim.

Employer Name \_\_\_\_\_

Address \_\_\_\_\_ Telephone \_\_\_\_\_

City/Town \_\_\_\_\_ State \_\_\_\_\_ 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.).

Date Posted: \_\_\_\_\_

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).

# Discrimination is Illegal

Connecticut law prohibits discrimination in

## EMPLOYMENT

On the basis of

age  
ancestry  
color  
genetic information  
learning disability  
marital status  
past or present history of mental disability  
intellectual disability  
national origin  
physical disability  
race  
religious creed  
sex, including pregnancy, sexual harassment,  
transgender status, gender identity or expression,  
sexual orientation or civil union status  
workplace hazards to reproductive systems  
criminal record (in state employment and licensing)  
Veteran status

'n

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

by

employers  
employment agencies  
labor organization

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

Southwest Region	350 Fairfield Avenue, Bridgeport, CT 06604
West Capitol Region	55 West Main Street, Suite 210, Waterbury, CT 06702
Capitol Region	450 Columbus Blvd Suite 2, Hartford, CT 06103
Eastern Region	100 Broadway, Norwich, CT 06360

### Telephone

203-579-6246  
203-805-6579  
860-566-7710  
860-886-5703

### TDD

203-579-6246  
203-805-6579  
860-566-7710  
860-886-5707

### FAX

203-579-6950  
203-805-6559  
860-566-1997  
860-886-2550

Connecticut law prohibits discrimination in

## HOUSING & PUBLIC ACCOMMODATIONS

On the basis of

age  
ancestry  
breastfeeding in a place of  
public accommodation  
color  
familial status (in housing)  
lawful source of income  
learning disability  
marital status  
mental disability  
intellectual disability  
national origin  
physical disability  
race  
religious creed  
sex, transgender status,, gender identity  
or expression, sexual orientation or  
civil union status  
use of a guide dog/training a guide dog  
Veteran status

In

services rendered the public  
rentals and sales of public and private housing

Connecticut law prohibits discrimination in

## CREDIT TRANSACTIONS

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





# Health Insurance is Complicated.

Don't Worry Alone



## Free, Expert Assistance & Representation

Insurance Denials & Appeals,  
Billing Errors, and Access to Care

Any type of health coverage – Commercial, Medicare, HUSKY & others

There's help.

Call: 1.866.466.4446

Visit: [ct.gov/oha](http://ct.gov/oha)

Email: [Healthcare.Advocate@ct.gov](mailto:Healthcare.Advocate@ct.gov)



Office of the  
Healthcare  
Advocate  
STATE OF CONNECTICUT

A free service of the State of Connecticut.

## NOTICE

### Connecticut General Statutes §§ 31-57r - 31-57w – Paid Sick Leave

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 employment.

#### Accrual

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).

- No service worker shall be entitled to use more than the maximum number of accrued hours.

#### Carry Over

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

#### Use of Paid Sick Leave

A service worker shall be entitled to the use of accrued paid sick leave upon the completion of the service worker's 680<sup>th</sup> hour of employment

- from January 1, 2012, for current service workers, or
- if hired after January 1, 2012, upon the completion of the service worker's 680<sup>th</sup> hour of employment from the date of hire, unless the employer agrees to an earlier date.

A service worker shall not be entitled to the use of accrued paid sick leave if such service worker did not work an average of 10 or more hours a week for the employer in the most recent complete calendar quarter.

#### Pay

Each employer shall pay each service worker for paid sick leave at a pay rate equal to the greater of either

- the normal hourly wage for that service worker, or
- 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.

#### Reasons for Use of Leave

A service worker may use paid sick leave for his or her own:

- illness, injury or health condition;
- the medical diagnosis, care or treatment of his or her mental illness or physical illness, injury or health condition; or
- preventative medical care.

A service worker may use paid sick leave for a child's or spouse's:

- illness, injury or health condition; the medical diagnosis,
- care or treatment of a mental or physical illness, injury or health condition; or
- preventative medical care

A service worker may use paid sick leave if the service worker is a victim of family violence or sexual assault:

- for medical care or psychological or other counseling for physical or psychological injury or disability;

- to obtain services from a victim services organization;
- to relocate due to such family violence or sexual assault;
- to participate in any civil or criminal proceedings related to or resulting from such family violence or sexual assault.

#### Notice

If leave is foreseeable, the employer may require advance notice.

If leave is unforeseeable, the employer may require notice as soon as practicable.

#### Reasonable Documentation

Documentation for paid sick leave of 3 or more consecutive work days may be required

- 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 leave shall be considered reasonable documentation.
- 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 with the service worker shall be considered reasonable documentation for a victim of family violence or sexual assault.

#### Prohibition of Retaliation or Discrimination

No employer shall take retaliatory personnel action or discriminate against an employee because the employee:

- requests or uses paid sick leave either in accordance with the act; or
- in accordance with the employer's own paid sick leave policy, as the case may be; or
- files a complaint with the Labor Commissioner alleging the employer's violation of the act

#### Collective Bargaining

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 agreement effective prior to January 1, 2012.

#### Complaint Process

Any employee aggrieved by a violation of the provisions of the act may file a complaint with the Labor Commissioner. Upon receipt of any such complaint, said Commissioner may hold a hearing. After a hearing, the Commissioner may assess a civil penalty or award other relief.

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

**Effective 1/1/15**

## AVISO

### Leyes Generales del Estado de Connecticut §§ 31-57r - 31-57w - Licencia por enfermedad con goce de sueldo

Los empleadores con 50 ó más empleados, con base en el número de empleados que existan en la nómina de la semana que tenga el 1 de octubre, proporcionarán licencia por enfermedad con goce de sueldo anualmente a cada uno de sus trabajadores de servicios en el estado.

La licencia por enfermedad con goce de sueldo se acumulará a partir del 1° de enero de 2012 para empleados actuales, o para un trabajador de servicios contratado después del 1° de enero de 2012, comenzando en la fecha de contratación del empleado.

#### Acumulación

La acumulación es a razón de una hora de licencia por enfermedad con goce de sueldo por cada cuarenta horas trabajadas por un trabajador de servicios hasta un máximo de cuarenta horas por año del calendario (el empleador deberá elegir el periodo de 365 días a usarse para calcular los beneficios del trabajador a pagarse por la licencia por enfermedad).

- Ningún trabajador de servicios tendrá derecho a usar más del número máximo de horas acumuladas.

#### Remanente

Cada trabajador de servicios tendrá derecho a transferir hasta cuarenta horas no usadas de licencia por enfermedad con goce de sueldo del periodo del año del calendario actual al siguiente periodo del año del calendario.

#### Uso de licencia por enfermedad con goce de sueldo

Un trabajador de servicios tendrá derecho al uso de la licencia por enfermedad acumulada al cumplir el trabajador de servicios seiscientos ochenta horas de empleo.

- a partir del 1° de enero de 2012, para trabajadores de servicios actuales, o
- si es contratado después del 1° de enero de 2012, al cumplimiento de seiscientos ochenta horas de empleo por el trabajador de servicios desde la fecha de contratación, a menos que el empleador conceda una fecha más temprana.

Un trabajador de servicios no tendrá derecho al uso de licencia por enfermedad con goce de sueldo si dicho trabajador no hubiese trabajado un promedio de diez o más horas por semana para el empleador durante el más reciente trimestre completo del calendario.

#### Remuneración

Cada empleador pagará a cada trabajador de servicios la licencia por enfermedad a una tasa salarial igual al mayor de, ya sea:

- el salario normal por hora de dicho trabajador de servicios, o
- la tasa del salario mínimo justo bajo la sección 31-58 de las leyes generales vigentes para el período de pago durante el cual el empleado utilizó la licencia por enfermedad con goce de sueldo.

#### Razones para el uso de licencia

Un trabajador de servicios puede usar licencia por enfermedad con goce de sueldo para las siguientes circunstancias personales:

- enfermedad, lesión o condición de salud;
- el diagnóstico, atención o tratamiento de su enfermedad mental o física, lesión o condición de salud; o
- atención médica preventiva.

Un trabajador de servicios puede usar licencia por enfermedad con goce de sueldo para las siguientes circunstancias de un hijo o cónyuge:

- enfermedad, lesión o condición de salud;
- el diagnóstico, atención o tratamiento de una enfermedad mental o física, lesión o condición de salud; o
- atención médica preventiva.

Un trabajador de servicios puede usar licencia por enfermedad con goce de sueldo si el trabajador de servicios es víctima de violencia familiar o agresión sexual:

- para atención médica o consejería psicológica o de otro tipo por heridas físicas o psicológicas o discapacidad.

- para obtener servicios de una organización de servicios a víctimas;
- para mudarse debido a tal violencia familiar o agresión sexual;
- para participar en cualesquier procedimientos civiles o criminales relacionados con, o resultantes de tal violencia familiar o agresión sexual.

#### Notificación

Si la licencia es previsible, el empleador puede exigir notificación previa.

Si la licencia es imprevisible, el empleador puede exigir notificación lo más pronto practicable.

#### Documentación razonable

Documentación para licencia por enfermedad con goce de sueldo de tres o más días laborales consecutivos puede ser requerida.

- Documentación firmada por un proveedor de servicios de salud que esté tratando al trabajador de servicios o al hijo o cónyuge del trabajador de servicios indicando la necesidad para el número de días de dicha licencia se considerará documentación razonable.
- Un acta de tribunal o documentación firmada por un trabajador de servicios o voluntario trabajando para una organización de servicios a víctimas, un abogado, un agente de policía u otro consejero que esté interviniendo con el trabajador de servicios se considerará documentación razonable para una víctima de violencia familiar o agresión sexual.

#### Prohibición de represalia o discriminación

Ningún empleador tomará acción de personal en represalia ni discriminará contra un empleado debido a que el empleado:

- hubiese solicitado o usado licencia por enfermedad con goce de sueldo en conformidad con la ley; o
- en conformidad con las propias normas del empleador sobre licencia por enfermedad con goce de sueldo, según sea el caso; o
- hubiese registrado una queja con el Comisionado de Trabajo alegando una violación de la ley de parte del empleador.

#### Negociación colectiva

Nada en la Ley disminuirá ningún derecho concedido a cualquier empleado o trabajador de servicios bajo un acuerdo de negociación colectiva, ni reemplazará ni invalidará los términos de cualquier acuerdo de negociación colectiva vigente antes del 1° de enero de 2012.

#### Proceso de queja

Cualquier empleado con motivo de queja por una violación de las provisiones de la ley puede registrar una queja con el Comisionado de Trabajo. Al recibo de cualquier tal queja, dicho comisionado podrá celebrar una audiencia. Después de una audiencia, el Comisionado podrá imponer una multa civil o conceder otro alivio.

**Esta no es la Ley de Licencia por Enfermedad con Goce de Sueldo completa. Por favor comuníquese con Recursos Humanos para información adicional.**

**Fecha de vigencia: 1/1/15**

## NOTICE

# Connecticut General Statutes §§ 46a-60(a), (b)(7), (d)(1) Pregnancy Discrimination and Accommodation in the Workplace

### Covered Employers

Each employer with more than 3 employees must comply with these anti-discrimination and reasonable accommodation laws related to an employee or job applicant's pregnancy, childbirth or related conditions, including lactation.

### Prohibition of Discrimination

No employer may discriminate against an employee or job applicant because of her pregnancy, childbirth or other related conditions (e.g., breastfeeding or expressing milk at work).

Prohibited discriminatory conduct includes:

- Terminating employment because of pregnancy, childbirth or related condition
- Denying reasonable leave of absence for disability due to pregnancy (e.g., doctor prescribed bed rest during 6-8 week recovery period after birth)\*
- Denying disability or leave benefits accrued under plans maintained by the employer
- 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 employment opportunities
- Discriminating against her in the terms or conditions of employment

\*Note: There is no requirement that the employee be employed for a certain length of time prior to being granted job protected leave of absence under this law.

### Reasonable 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.

Reasonable accommodations include, but are not limited to:

- Being permitted to sit while working
- More frequent or longer breaks
- Periodic rest
- Assistance with manual labor
- Job restructuring
- Light duty assignments
- Modified work schedules
- Temporary transfers to less strenuous or less hazardous work
- Time off to recover from childbirth (prescribed by a Doctor, typically 6-8 weeks)
- Break time and appropriate facilities (not a bathroom) for expressing milk

### Denial of Reasonable Accommodation

No employer may discriminate against employee or job applicant by denying a reasonable accommodation due to pregnancy.

Prohibited discriminatory conduct includes:

- Failing to make reasonable accommodation (and is not an undue hardship)\*\*
- Denying job opportunities to employee or job applicant because of request for reasonable accommodation

- Forcing employee or job applicant to accept a reasonable accommodation when she has no known limitation related to pregnancy or the accommodation is not required to perform the essential duties of job
- Requiring employee to take a leave of absence where a reasonable accommodation could have been made instead

\*\* Note: To demonstrate an undue hardship, the employer must show that the accommodation would require a significant difficulty or expense in light of its circumstances.

### Prohibition of Retaliation

Employers are prohibited from retaliating against an employee because of a request for reasonable accommodation.

### Notice Requirements

Employers must post or provide this notice to all existing employees by January 28, 2018; to an existing employee within 10 days after she notifies the employer of her pregnancy or related conditions; and to new employees upon commencing employment.

### Complaint Process

#### CHRO

Any employee aggrieved by a violation of these statutes may file a complaint with the Connecticut Commission on Human Rights and Opportunities (CHRO). Complainants have 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 anyone to retaliate against you for filing a complaint.

CHRO main number: 860-541-3400

CHRO website: [www.ct.gov/chro/site/default.asp](http://www.ct.gov/chro/site/default.asp)

CHRO link "How to File a Discrimination Complaint":  
[http://www.ct.gov/chro/taxonomy/v4\\_taxonomy.asp?DLN=45570&chroNav=|45570|](http://www.ct.gov/chro/taxonomy/v4_taxonomy.asp?DLN=45570&chroNav=|45570|)

#### DOL

Additionally, women who are denied the right to breastfeed or express milk at work, or are discriminated or retaliated against for doing so, may also file a complaint with the Connecticut Department of Labor (DOL).

DOL phone number: 860-263-6791

DOL complaint form:

For English:

<http://www.ctdol.state.ct.us/wgwkstnd/forms/DOL-80%20fillable.doc>

For Spanish:

<http://www.ctdol.state.ct.us/wgwkstnd/forms/DOL-80S%20fillable-Spa.doc>



## NOTIFICACIÓN

### Secciones 46a-60(a), (b)(7), (d)(1) de las Leyes Generales de Connecticut Discriminación por embarazo y adaptación en el lugar de trabajo

#### Empleadores contemplados en estas leyes

Cualquier empleador que tenga más de 3 empleados debe cumplir estas leyes antidiscriminación y de adaptación razonable relativas al embarazo, parto o condiciones relacionadas —incluida la lactancia— de una empleada o solicitante de empleo.

#### Se prohíbe la discriminación

Ningún empleador puede discriminar a una empleada o solicitante de empleo debido a su embarazo, parto u otras condiciones relacionadas (por ej., amamantar a su bebé o extraerse leche materna en el trabajo).

La conducta discriminatoria prohibida incluye:

- La terminación del empleo debido a embarazo, parto o condición relacionada
- Negar un permiso de ausencia razonable por discapacidad debido a embarazo (por ej., que el médico haya recetado descanso en cama durante el periodo de recuperación de 6 a 8 semanas después del parto)\*
- Negar las prestaciones por discapacidad o por permiso de ausencia acumuladas conforme a los planes que el empleador mantenga
- No reincorporar a la empleada a su puesto de trabajo original o a un puesto equivalente después de su ausencia
- Limitar, segregar o clasificar a la empleada de forma tal que la prive de oportunidades de empleo
- Establecer términos o condiciones de empleo que discriminen a la empleada

\*Nota: No hay requisito alguno de que la empleada deba prestar sus servicios al empleador durante un cierto periodo antes de que se le otorgue el permiso de ausencia con protección del empleo de acuerdo con esta ley.

#### Adaptación razonable

El empleador debe proporcionar una adaptación razonable a una empleada o solicitante de empleo debido a su embarazo, a su parto o a que necesite amamantar a su bebé o extraerse leche materna en el trabajo.

Ejemplos de adaptaciones razonables incluyen, entre otros:

- Permitirle estar sentada mientras trabaja
- Pausas más frecuentes o más largas
- Descanso periódico
- Ayuda con el trabajo manual
- Reestructuración del trabajo  Asignaciones de trabajo ligero
- Horarios de trabajo modificados
- Transferencias temporales a tareas menos extenuantes o menos peligrosas
- Tiempo libre para recuperarse del parto (recetado por un médico, por lo general entre 6 y 8 semanas)
- Pausas e instalaciones adecuadas (no en un baño) para extraerse leche materna

#### Negación de la adaptación razonable

Ningún empleador habrá de discriminar a una empleada o solicitante de empleo negándole una adaptación razonable debido a su embarazo.

La conducta discriminatoria prohibida incluye:

- No proporcionar una adaptación razonable (y que no represente una penuria excesiva para el empleador)\*\*
- Negar oportunidades de trabajo a una empleada o solicitante de empleo debido a la petición de contar con una adaptación razonable Forzar a la empleada o solicitante de empleo a que acepte una adaptación razonable cuando ella no tiene una limitación conocida relacionada con el embarazo o cuando no se necesita tal adaptación para que realice las tareas esenciales de su trabajo
- Pedirle a una empleada que acepte un permiso de ausencia cuando en vez de ello se le pudo haber provisto una adaptación razonable

\*\* Nota: Para demostrar una penuria excesiva, el empleador debe presentar evidencia de que la adaptación supondría una dificultad o gasto considerables tomando en cuenta sus circunstancias.

#### Se prohíbe tomar represalias

Los empleadores tienen prohibido tomar represalias contra una empleada debido a la petición de disponer de una adaptación razonable.

#### Requisitos de la notificación

Los empleadores deben publicar o proporcionar esta notificación a todas las empleadas a más tardar el 28 de enero de 2018, a cualquier empleada dentro de los 10 días posteriores al momento en el que notifique al empleador de su embarazo o condiciones relacionadas, y a las nuevas empleadas cuando inicien su relación laboral.

#### Procedimiento de presentación de quejas

##### CHRO

Cualquier empleada perjudicada por la inobservancia de estas leyes podrá presentar una queja ante la Comisión de Derechos Humanos y Oportunidades (*Commission on Human Rights and Opportunities*, CHRO) de Connecticut. Los denunciantes tienen 180 días a partir de la fecha del presunto acto de discriminación, o a partir del momento en el que se dé cuenta de manera razonable de la discriminación, para presentar una queja. Es ilegal que alguien tome represalias contra usted por presentar una queja.

Número principal de la CHRO: 860-541-3400

Sitio web de la CHRO: [www.ct.gov/chro/site/default.asp](http://www.ct.gov/chro/site/default.asp)

Enlace de la CHRO sobre "Cómo Presentar una Queja por Discriminación":

[http://www.ct.gov/chro/taxonomy/v4\\_taxonomy.asp?DLN=45570&chroNav=145570](http://www.ct.gov/chro/taxonomy/v4_taxonomy.asp?DLN=45570&chroNav=145570)

##### DOL

Además, las mujeres a las que se les niegue el derecho a amamantar o extraerse leche materna en el trabajo, o que se vean expuestas a discriminación o represalias por hacerlo, podrán presentar una queja ante el Departamento del Trabajo (*Department of Labor*, DOL) de Connecticut.

Número telefónico del DOL: 860-263-

6791 Formulario de presentación de quejas ante el DOL:

En inglés:

<http://www.ctdol.state.ct.us/wgwkstnd/forms/DOL-80%20fillable.doc>

En español:

<http://www.ctdol.state.ct.us/wgwkstnd/forms/DOL-80S%20fillable-Spa.doc>



# **SEXUAL HARASSMENT IS ILLEGAL**

*and is prohibited by*

**The Connecticut Discrimination Employment Practices Act, and  
Title VII of the Civil Rights Act of 1964**

Sexual harassment means: "Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- (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."

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

<b>Examples of Sexual Harassment</b>	<b>Remedies For Sexual Harassment</b>
<ul style="list-style-type: none"><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>	<ul style="list-style-type: none"><li>• Cease and desist orders</li><li>• Back pay</li><li>• Compensatory damages</li><li>• Hiring, promotion or reinstatement</li><li>• Emotional distress damages</li></ul>

Connecticut law requires that a written complaint be filed with the Commission within 300 days of the date the alleged harassment for events occurring on or after October 1, 2019. For harassment occurring before October 1, 2019, complaints must be filed within 180 days of the harassment.

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

# NOTICE

## TO THE EMPLOYEES OF

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In accordance with §31-48d of the Connecticut General Statutes, this will serve as notice that this employer may engage in the following types of **Electronic Monitoring** of employees' activities or communications;

- Telephone
- Camera (including hidden cameras)
- Computer
- Radio
- Wire
- Electromagnetic
- Photoelectronic
- Photo-optical
- Other \_\_\_\_\_

If you have any questions regarding this notice,

contact \_\_\_\_\_

(Company Representative)

for additional information.

The Connecticut Department of Labor provides this sample poster as a public service,  
Wage & Workplace Standards Division 200 Folly Brook Boulevard Wethersfield, CT 06109-1114  
A copy of § 31-48d ET. Seq. CGS appears on the reverse.