

CONNECTICUT







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

Printing & Posting Instructions

Phone: 800-322-3636

- 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 <u>not</u> be posted.

<u>IMPORTANT</u>: 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.

Fax: 800-444-4324



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:
If <u>applicants for employment</u> are normally seen in an area <u>other than where you post your federal labor law poster</u> , 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 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: <a address:="" at="" followin<="" following="" free="" href="https://www.postercompliance.com/labor-vour state-on-our Free Specialty Labor Law Posters page at the following address:

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company's ind state, or local that must be p another langua	diance Center publishes labor law posters that include all general required notices for employed dustry, type of commerce, sector, location, or workforce, additional specialized notices may be a governments or agencies. Examples could include notices for a municipality, notices for feder posted for the public or job applicants (in addition to those posted for employees), a labor large for employees who do not speak English, public sector notices, signage that must be posted as the entrance, or a notice that can only be obtained through an insurance company.	be required by federal, ral contractors, notices law notice required in
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CTSL (7-22)		

CONNECTICUT DEPARTMENT OF LABOR

WAGE AND WORKPLACE STANDARDS DIVISION

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 control of the c

(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,

(2) When an employee is compensated at piece rates for cortain 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 earlings 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 plain 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 wage and hour for each hour worked in any week the wage paid to such employee shall be not less than the minimum wage for each hour worked.

(d) Commission.

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

(2) When an employee is paid in accordance with a plan providing for a base rate plus commission, the wage paid weekly to the employee from these combined sources shall equal at least an average of the minimum wage an hour for each hour worked in any work week. All commissions shall be settled at least once in each morth in full. When earnings are derived in whole or in part on the basis of an 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

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 the
allowance hereinafter provided was received
as the standard of the control of the control of the
allowance hereinafter provided was received
as greatly 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

Sec. 31-60(b) The Labor Commissioner shall adopt such regulations. In accordance with the provisions of chapter 54, as may be appropriate to carry out the purposes of this part. Such regulations may include, but are not limited to, regulations defining and opverning an executive, administrative or professional employee and outside salessperson; learners and employee and outside salessperson; learners and service; and piece rates in relation to time rates; and shall recognize, as part of the minimum fair ways, gratuities in an amount (1) equal to twenty-nine and three-dentity per cent, and effective January 1, 2004, equal to thirty-one per cent of the minimum fair ways per hour, and effective January 1, 2014, equal to applications of the professional professional

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 leview per cent of the minimum fair wage per hour, and effective January 1, 2014, equal to fifteen and six-tenths per cent of the minimum fair wage per hour, and effective January 1, 2014, and existing on the defective January 1, 2015, and ending on June 30, 2019, equal to eighteen and one-half per cent of the minimum fair wage nor hour for persons employed as bartenders. January 1, 2015, and ending on June 30, 2019, equal to eighteen and one-hall per end of the minimum fair wage per hour for persons employed as bartenders who castomarily and regularly receive gratules, and who castomarily and regularly receive gratules, and who castomarily and regularly receive gratules, and industry, and shall also recognize deductions and allowances for the value of beard, in the amount of eighty-five cents for a full meal and forty-five cents for a full meal and forty-five cents of a fight meal, lodging, apparel or other terms or services supplied by the employer, and other special conditions or circumstances which may be usual in a perfudient or circumstances which may be usual in a perfudient may provide, in such regulations, modifications of the minimum fair wage herein established for learners and apprentices; persons under the age of eighteen years; and for such special cases or classes of cases as the commissioner finds appropriate to prevent curtainment of employment opportunities, avoid undue curtainment of employment opportunities, avoid undue and lawance in an amount differing from that provided in this section shall be construed to be amended consistent with this section.

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

[This regulation defines a "physically or mentally Into regulation defines a preson whose earning capacity is impaired by age or physical or mental deficiency or injury and provides guidelines for a modification of the minimum wage.]

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

Sec. 3 evo-6. winnors uner the age or 16.

(i) For the purpose of this regulation, "minor" means a person at least 16 years of age had not over 18 years of age. To prevent cutalisment of employment opportunities for minors, and to provide a reasonable period during which training for adjustment to employment conditions may be accomplished, a minor may be employed at a modification of the minimum fair wage established by subsection (i) of section 31-86 of the general statutes, but a not less than 85% of the minimum wage, for the first 200 hours of employment. When a minor has had an aggregate of two hundred hours of employment, he may not be employed by the same or any other employer at less than the minimum fair wage.

This subsection is amended by P.A. 19.4, An Act Increasing the Minimum Fair Wage. COS Sec. 31-580(S). The trates for all persons under the age of eightheen years, except emancipated minors, shall be not less than eighthy-five per cort of the minimum fair wage for the first nirely days of such employment, or ten ofiliars and the 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.

specifically exempted by the commissioner.

5) In addition to the records required by section
31-86 of the 1998 supplement to the general statutes,
such 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 employers. 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 fain on the part of the employer with respect
provided such record shall be in complete compliance
with the requirements of section 31-86 of the general
statutes and section 31-80-12.

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

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 received from the Labor Commissioner through an application process.]

Sec. 31-60-9. Apparel.

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 or clothing susplied to the employer. The course of employers are sufficiently an employer or clothing usually required for health, comfort or convenience of the employee. An allowance (deduction) not oexceed \$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 slaundering and cleaning of such apparel when the service has been performed, as the proposed of the such apparel when the service has been performed, and the such apparel when the service has been performed, approximation of the such apparel when the service has been performed, and the such apparel when the service has the provided apparel may be apparel may be a medium of 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 (b) when an employee, in the course or in the 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 minimum fair wage.

(c) When an employee is required to report to other than his usual place of employment at the beginning of his work day, it 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 (d) Writer at the end of a work day a work assignment involves, 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-b0-11. Hours worked.

(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 reasts shall be excluded unless the employee is required or permitted to work.

If the employee is required or permitted to work the premises while no work is provided by the employer. When the premises while no work is provided by the employer. Working time in every instance shall be computed to the nearest unit of 15 minutes.

(b) All time during which an employee is required to be on call for emergency service at a location designated by the employer shall be considered to be working time and shall be paid for as such, whether or not the employee is actually called upon to work.

(c) When an employee is subject to call for emergency service but is not required to be at a location designated by the employer but is simply required to keep the employer informed as to the location at which he may be contacted, or when an employee is not specifically required by his employer to be subject to call but is contacted by his employer or subject to call but is contacted by his employer 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.

(a) For the purpose of this regulation, "true and accurate records" means accurate legible records for each employee showing:

- (1) His name;
 (2) his home address;
 (3) the occupation in which he is employed;
 (4) the total daily and total weekly hours worked,
 each work period, compuled to the nearest
 unit of 15 minutes;
 (5) his total hourly, daily or weekly basic wage;
 (6) his overtime wage as a separate item from
 his basic wage;
 (7) additions to or deductions from his wages
 each pay period;
 (8) is used to or deductions from his wages
 each pay period;
 (9) additions to or deductions from his wages
 each pay period;
 (10) working certificates for minor employees
 (sixteen to eighteen years). True and
 accurate records shall be maintained and
 retained at the place of employment for a
 period of 3 years for each employee.
- (b) The labor commissioner may authorize the maintenance of wage records and the retention of both wage and hour records as outlined either in whole or in part at a place other than the place of employment when it is demonstrated that the retention of such records at the place of employment either
- (1) works an undue hardship on the employer without materially benefiting the inspection procedures of the labor department, or (2) is not practical for enforcement purposes. Where permission is granted to manitatin wage records at other than the place of employment, a record of total daily and weekly hours worked by each employee shall also be available for inspection in connection with such wage records.

(c) In the case of an employee who spends 75% or more of his working time away from his employer's place of business and the maintaining of time records showing the beginning and ending time of each work period for such employee either imposes an undue hardship upon the employer or exposes him accuracy of such employee of the department of the exposure of the department of the 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 payorif 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.

- (1) His name;
 (2) his home address;
 (3) the occupation in which he is employed;
 (4) 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.

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

(a) For the purposes of section 31-58 (f) of the general statutes, as amended, "employee employed in a bons dide executive capacity" means any employee (1) whose primary duty consists of the management of the enterprise in which he is employed or of a customarily recognized department or subdivision thereof, and (2) who customarily and regularly receives the work of two or more other employees therein, and (2) who customarily and regularly receives the work of two or more other employees therein, and (2) who customarily 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 (5) who does not devote more than twenty precent, or, in the case of an employee of a retail or service, in the case of an employee of a retail or service, in the case of an employee of a retail or service 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 subdivisions hall 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 satisfy basis at a compensate of his services on a satisfy basis at a compensate of his services on a satisfy basis at a retail or service of the services of the training correct interest in the enterprise in which he is engloyed; and (6) who is compensated for his services on a satisfy basis at a rate not less than three hundred seventry five dollars per week, exclusive of board, lodging, or other facilities, and why tenies program as approved may be terminated at any time by the basis of an employee of the services of the services of board, lodging, or other facilities, and whose primary duy consists of the management of the enterprise in which he is employee for the customard vecorative department or subdivision thereof, and from each de

(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 house worked, which amount is not subject to reduction because of variations in the quality or quantly 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

(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 bone 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 31-7ff 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 2801 et seq., or the Connecticut family and medical leave act, section 31-51k4 to \$eq. of the Connecticut General Statutes, as permitted by 29 CFR 825.206 or by section 31-51kq-17 of the regulations of Connecticut state agencies; or

(E) Deductions may be made for one or more full days if the employee is absent as a result of a disciplinary suspension for violating a safety rule of major significance. Safety rules of major significance include only those relating to the prevention of serious danger to the employer's premises, or to other employees.

(2)(A) No deduction of any kind shall be made for any part of a workweek absence that is attributable to: (i) lack of work occasioned by the operating requirements of the employer; (ii) jury dutt, or attendance at a judicial proceeding in the capacity of a witness, or (iii) terrorary military learnery military learnery military learnery.

(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.

(A) The absence is taken pursuant to the federal family and medical leave act, 29 USC 2601 et seq., or the Connecticut family and medical leave act, section 31-51 ket seq., of the Connecticut General Statutes, as permitted by 29 CFR 825.206 or by section 31-516q-17 of the regulations of Connecticut state agencies; or

nde paid time off benefits plan that specifically authorizes the substitution or reduction from accrued benefits for the time that an employee is absent from work, provided the employee receives payment in an amount equal to his guaranteed

(B) The absence is taken pursuant to a bona fide paid time off benefits plan that specifically authorizes the substitution or reduction from accrued benefits for the time that an employee is

(4) No deduction of any kind shall be made for an absence of less than one week which results from a disciplinary suspension for violating ordinary rules of employee conduct.

Sec. 31-60-15. Employee in bona fide Administrative

Sec. 31-80-15. Employee in bona fide Administrative Capacity.

(a) For the purposes of said section 31-58 (f), "employee employed in a bona fide administrative capacity" means any employee (f) whose primary duty consists of either. (4) his performance of office administrative capacity means any employee (f) whose primary duty consists of either. (4) his performance of office policies or general business operations of his employer or his employer's customers, or (8) the performance of functions in the administration of a school system or educational establishment or institution, or of a department or subdivision thereof, in work directly related to the academic instruction or training carried on theenir, and (2) who castomartly judgement; and (3) (A) who regularly and directly assists a proprietor, or an employee employed in a bona fide executive or administrative capacity, assists a proprietor, or an employee employed in a bona fide executive or administrative capacity, as such terms are defined in section 31-60-14 and 31-60-15, or (8) who performs under only general supervision work along specialized or technical lines requiring special training, experience or knietics, 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 directly and closely related to the performance of the work described in subdivision (1) (6), inclusive of board, lodging, or other facilities, or (8) who, in the case of academic administrative personnel, is compensated for his services as a required by subparagraph (1) of this subdivision for on a salary of the basis at a rate of not less than four institution by which he is employed, provided an employee or her facilities or on the subdivision (1) of his section, which he is employed, provided an employee or her facilities or on the subdivision (1) of his section, which he is employed. requiring the exercise of discretion and indepen-judgement, shall be deemed to meet all of requirements of this section.

(c) Fee basis' means the payment of an agreed sum for the accomplishment of a single task regardless so of the time required for its completion. A fee basis payment shall be permitted only for jobs which are unique in nature rather than for a series of jobs which are repeated an indefinite number of times and for which payment on an identical basis is made over and are which 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. 31-60-16. Employee in bona fide Profes

Sec. 31-80-16. Employee in bona fide Professional Capacity.

(a) For the purposes of said section 31-58 (f) "employee employed in a bona fide professional capacity" learns any employee (f) whose primary duty consists of the performance of: (A) work requiring knowledge of an advanced by per in 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 processes, or (B) work that is original and creative in character in a recognized field of affatise endewort, as opposed to work which can be produced by a prosoned with general manual or intellectual ability and training, and the result of which depends primarily on the invention, inspiration or talent of the employee or (C) teaching, lutoring, instructing or tecturing in the activity of imparting knowledge while certified or recognized field such which will be 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, manual, mechanical or physical work, and is of such varied in character, as opposed to routine mental, manual, mechanical or physical work, and is of such when the processing of the production of the work described in subdivision (1) to (3), inclusive, of this section; and (6) who is compensated for his services on a salery or fee basis at a rate of not less than four facilities, provided in subdivision (1) to (3), inclusive, of this section; and (6) who is compensated the subdivision half not apply in the case of an employee who is the holder of a valid license or certificate permitting the practice of law or mediation or any of their branches and who is actually engaged in the practice of law control and in subdivision (

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

(c) Fee basis' means the payment of an agreed sum for the accomplishment of a single task regardless of the time required for its completion. A fee basis payment shall be permitted only for jobs which are unique in nature rather than for a series of jobs which are repeated an indefinite number of times and for which payment on an identical basis is made over add 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.

Minimum Wage:

\$11.00 per hour effective 1-1-19 \$12.00 per hour effective 9-1-20 \$13.00 per hour effective 8-1-21 \$14.00 per hour effective 7-1-22 \$15.00 per hour effective 6-1-23 (P.A. 19-4)

OVERTIME - ONE AND ONE-HALF TIMES THE EMPLOYEES REGULAR RATE OF PAY AFTER 40 HOURS PER WEEK FOR EXCEPTIONS - SEE SECTION 31-76i OF THE CONNECTICUT GENERAL STATUTES.

MINORS UNDER 18 YEARS OF AGE EMPLOYED BY THE STATE OR POLITICAL SUBDIVISION THEREOF MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE.

MINORS UNDER 18 YEARS OF AGE MINORS UNDER 18 YEARS OF AGE
EMPLOYED IN AGRICULTURE MAY BE PAID
85% OF THE APPLICABLE MINIMUM WAGE.
MINORS EMPLOYED BY AGRICULTURAL
EMPLOYERS WHO DID NOT, DURING THE
PRECEDING GALENDAR YEAR, EMPLOY
EIGHT OR MORE WORKERS AT THE SAME
TIME SHALL BE PAID A MINIMUM WAGE
OF NOT LESS THAN 75% OF THE MINIMUM
WAGE AS DEFINED IN SECTION 31-58.
MINIORS IN OTHER EMPLOYERST. SEE MINORS IN OTHER EMPLOYMENT - SEE

SECTION 31-60-6.





CONNECTICUT DEPARTMENT OF LABOR

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

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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 employement 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.

Name		
Address	Telephone _	
City/Town	State	Zip Code
Approved Medical Care Plan 🔲 Ye	es 🗌 No	
The State of Connecticut Workers' C	Compensation Commission office for	this workplace is located at
Address	Telephone -	
Public Act 17-141 allows an employ where other labor law posters requ	ver the option to designate and post ired by the Labor Department are projection's website [wcc.state.ct.us] –	- "in the workplace location ominently displayed" and or
Public Act 17-141 allows an employ where other labor law posters requite Workers' Compensation Commust file claims for compensation. If your employer has listed a low When filing your claim, you	ver the option to designate and post	- "in the workplace location ominently displayed" and on a location where employees mpensation claim there. If it by certified mail.
Public Act 17-141 allows an employ where other labor law posters required the Workers' Compensation Commust file claims for compensation. If your employer has listed a low When filing your claim, you lif blank below,	ver the option to designate and post ired by the Labor Department are pro- ission's website [wcc.state.ct.us] – ocation below, you <u>MUST</u> file your colu u are also required – by law – to send	- "in the workplace location ominently displayed" and or a location where employees mpensation claim there. It it by certified mail. r claim.
Public Act 17-141 allows an employ where other labor law posters required the Workers' Compensation Commust file claims for compensation. If your employer has listed a low When filing your claim, you lif blank below,	ver the option to designate and post ired by the Labor Department are pro- ission's website [wcc.state.ct.us] – ocation below, you <u>MUST</u> file your con- u are also required – by law – to send ask your employer where to file you	- "in the workplace location ominently displayed" and or a location where employees mpensation claim there. It by certified mail.

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

Connecticut law prohibits discrimination in

Connecticut law prohibits discrimination in

CREDIT TRANSACTIONS

EMPLOYMENT

On the basis of

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)

Capitol Region

Eastern Region

Veteran status

'n

Зу

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

employers employment agencies labor organization

HOUSING & PUBLIC ACCOMMODATIONS

On the basis of

age ancestry

breastfeeding in a place of public accommodation

familial status (in housing) lawful source of income

learning disability marital status mental disability intellectual disability national origin

physical disability race

In

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

services rendered the public

rentals and sales of public and private housing

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

860-886-5703

mortgages

860-886-5707

any credit transactions



203-579-6950

203-805-6559 860-566-1997

860-886-2550

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:

100 Broadway, Norwich, CT 06360

Connecticut Commission on Human Rights & Opportunities Telephone TDD203-579-6246 Southwest Region 350 Fairfield Avenue, Bridgeport, CT 06604 203-579-6246 55 West Main Street, Suite 210, Waterbury, CT 06702 450 Columbus Blvd Suite 2, Hartford, CT 06103 203-805-6579 860-566-7710 203-805-6579 860-566-7710 West Capitol Region

EC-CT-0522 DISCRIMINATION

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

Email: Healthcare.Advocate@ct.gov



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^{th} 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 680th 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 queia

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
CHRO link "How to File a Discrimination Complaint": 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

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

CHRC

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

http://www.ct.gov/chro/taxonomy/v4_taxonomy.asp?DLN=45570&chroNav=|45570|

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



State of Connecticut COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Promoting Equality and Justice for all People

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.

Examples of Sexual Harassment	Remedies For Sexual Harassment
 Unwelcome sexual advances Suggestive or lewd remarks Unwanted hugs, touches, or kisses Requests for sexual favors Retaliation for complaining about sexual harassment Derogatory or pornographic posters, cartoons or drawings 	 Cease and desist orders Back pay Compensatory damages Hiring, promotion or reinstatement Emotional distress damages

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

NOTICE

TO THE EMPLOYEES OF

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.