

Connecticut Labor Laws



CONNECTICUT DEPARTMENT OF LABOR

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

WAGE AND WORKPLACE STANDARDS DIVISION

Minimum Wage: Minimum wage is annually indexed each year, effective Jan 1. \$15.69 per hour effective 1-1-2024 through 12-31-2024 (P.A. 19-14)

Sec. 31-60.3. These laws relate to the rates or amounts payable, including commissions and tips.

(1) The purpose of this regulation, "open right" means an individual who is not a franchisee or a franchisee's representative in the sale of a franchise. This regulation applies to all individuals who are not franchisees or franchisee's representatives in the sale of a franchise. This regulation applies to all individuals who are not franchisees or franchisee's representatives in the sale of a franchise.

Sec. 31-60.2. Minimum Wage.

(1) The minimum wage shall be \$15.69 per hour effective January 1, 2024 through December 31, 2024. The minimum wage shall be indexed annually on January 1 of each year.

Sec. 31-60.1. Overtime.

(1) An employer shall pay an employee overtime compensation for all hours worked in excess of 40 hours in a week. Overtime compensation shall be calculated at one and one-half times the employee's regular rate of pay.

Sec. 31-60.4. Family and Medical Leave Act (FMLA).

(1) An employer shall provide an employee with up to 12 weeks of unpaid, job-protected leave per year for the employee's own serious medical condition, the serious medical condition of a family member, or the placement of a child for adoption or foster care.

Sec. 31-60.5. Paid Sick Leave.

(1) An employer shall provide an employee with up to 8 hours of paid sick leave per year. Paid sick leave shall be accrued at a rate of one hour for every 80 hours worked.

Sec. 31-60.6. Public Accommodations.

(1) An employer shall not discriminate on the basis of race, sex, religion, or national origin in the provision of goods and services to the public.

Sec. 31-60.7. Unlawful Discrimination.

(1) An employer shall not discriminate on the basis of race, sex, religion, or national origin in hiring, firing, promotion, or any other term, condition, or privilege of employment.

Sec. 31-60.8. Unlawful Discrimination.

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

Covered Employees: This notice applies to all employees who are not independent contractors, franchisees, or franchisee's representatives. It applies to all employees who are not independent contractors, franchisees, or franchisee's representatives.

Definition of Reasonable Accommodation: A change to the work environment that allows an employee to perform his or her essential job functions. Reasonable accommodations may include: Modified work schedules, Physical changes to the work environment, Job restructuring, Temporary transfers, and Other accommodations.

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DOMESTIC VIOLENCE RESOURCES IN CONNECTICUT

Domestic violence is a pattern of behavior, including but not limited to emotional, psychological, financial, physical, and sexual abuse. It is a crime under Connecticut law. Resources are available for victims of domestic violence.

IT IS ILLEGAL TO DISCRIMINATE AGAINST SOMEONE BASED ON THEIR STATUS AS A VICTIM OF DOMESTIC VIOLENCE

- (a) Seeking medical or legal services for domestic violence is not a basis for discrimination.
- (b) Seeking medical or legal services for domestic violence is not a basis for discrimination.
- (c) Seeking medical or legal services for domestic violence is not a basis for discrimination.

Discrimination is Illegal Connecticut law prohibits discrimination in

Employment: An employer shall not discriminate on the basis of race, sex, religion, or national origin in hiring, firing, promotion, or any other term, condition, or privilege of employment.

Housing & Public Accommodations: A person shall not be discriminated against on the basis of race, sex, religion, or national origin in the provision of goods and services to the public.

Credit Transactions: A person shall not be discriminated against on the basis of race, sex, religion, or national origin in the provision of credit.

Other Areas: A person shall not be discriminated against on the basis of race, sex, religion, or national origin in other areas of public life.

CTFMLA & CTPFL

Employees are required to provide a notice or policy to their employer regarding their FMLA and CTPFL status.

This Notice is for Informational Purposes Only

This notice is for informational purposes only and does not constitute an offer of insurance or any other financial product.

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

Covered Employees: This notice applies to all employees who are not independent contractors, franchisees, or franchisee's representatives. It applies to all employees who are not independent contractors, franchisees, or franchisee's representatives.

Accrual: Paid sick leave shall be accrued at a rate of one hour for every 80 hours worked.

Use of Paid Sick Leave: Paid sick leave may be used for the employee's own serious medical condition, the serious medical condition of a family member, or the placement of a child for adoption or foster care.

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State of Connecticut COMMISSION ON HUMAN RIGHTS AND DISABILITY

SEXUAL HARASSMENT IS ILLEGAL

Sexual harassment is a form of discrimination based on sex. It is illegal under Connecticut law. Resources are available for victims of sexual harassment.

- (a) Sexual harassment is a form of discrimination based on sex.
- (b) Sexual harassment is a form of discrimination based on sex.
- (c) Sexual harassment is a form of discrimination based on sex.

Victims of sexual harassment should seek legal advice and report the incident to the appropriate authorities.

NOTICE TO THE EMPLOYEES OF Health Insurance is Complicated. Don't Worry Alone.

Health insurance can be complex and confusing. We can help you understand your options and make the best choice for your family.

Our experts can help you with all aspects of your health insurance, including enrollment, claims, and appeals.

Contact us today for a free consultation. We will help you understand your health insurance and make the best choice for your family.

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WORKERS' COMPENSATION Notice to Employees/ Employer

This notice is for informational purposes only and does not constitute an offer of insurance or any other financial product.

UNEMPLOYMENT INSURANCE Notice to Employees/ Employer

This notice is for informational purposes only and does not constitute an offer of insurance or any other financial product.

Notice to Employers / Employees

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