



CONNECTICUT DEPARTMENT OF LABOR

WAGE AND WORKPLACE STANDARDS DIVISION

Minimum Wage:

Minimum wage is annually indexed each year, effective Jan 1.

\$16.35 per hour effective 1-1-2025 through 12-31-2025 (P.A. 19-4)

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

MINORS UNDER 18 YEARS OF AGE EMPLOYED BY THE STATE OR POLITICAL SUBDIVISION

MINORS MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE.

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 CALENDAR YEAR, EMPLOY EIGHT OR MORE WORKERS AT THE SAME WORK SITE, MAY BE PAID A MINIMUM WAGE OF NOT LESS THAN 75% OF THE MINIMUM WAGE AS DEFINED IN SECTION 31-36B. MINORS IN OTHER EMPLOYMENT - SEE SECTION 31-60-6

NOTICE

Connecticut General Statutes §§ 46a-60(a), (b)(7), (d)(1)

Pregnancy Discrimination and Accommodation in the Workplace

Covered Employees

Any employee who is pregnant and covered by these anti-discrimination and reasonable accommodation laws related to an employer's job responsibilities, children or reasonable accommodations.

Prohibition of Discrimination

No employer shall discriminate on the basis of pregnancy, childbirth or related conditions in any aspect of employment, including but not limited to:

- Hiring and firing decisions
- Promoting or demoting employees
- Assigning or changing job duties
- Providing reasonable accommodations
- Retaliation

Reasonable Accommodation

An employer shall provide a reasonable accommodation to an employee who is pregnant and covered by these laws, unless doing so would cause undue hardship to the employer's business.

NOTICE

Connecticut General Statutes §§ 31-57r - 31-57w

Paid Sick Leave

Any employee who is paid sick leave who is entitled to the amount of sick leave to which they are entitled under the provisions of the Act. The paid sick leave shall be accrued on a pro-rata basis for each calendar year beginning on January 1, 2025, beginning on the employee's first day of work.

Accrual

The amount of an hour of paid sick leave for each 30 days worked by an employee shall be a maximum of 40 hours per calendar year. The amount of paid sick leave shall be accrued on a pro-rata basis for each calendar year beginning on January 1, 2025, beginning on the employee's first day of work.

Use of Paid Sick Leave

An employee shall be entitled to the use of accrued paid sick leave 120 calendar days after their date of hire.

Accrual

Employees shall accrue and keep records of hours worked and hours accrued and used for every employee.

Sec. 31-36-1. Place limits on relation to time rates and incentive plans, including commission and bonus.

(a) In addition to the purposes of this section, "place limits" means an establishment shall not use any performance-related incentive plan to reward or punish an employee. "Commission" means any incentive or bonus that is based on the employee's performance, whether based on per cent of sales or on specific rate or amount of sales. "Incentive" means any bonus or commission, whether based on per cent of sales or on specific rate or amount of sales. "Performance" means the employee's performance, whether based on per cent of sales or on specific rate or amount of sales.

Sec. 31-36-2. Learning.

(a) This regulation contains requirements to apply to Labor Commission for a minimum rate in an occupation which is not specified.

Sec. 31-36-3. Apprentices.

(a) This regulation, together with regulations promulgated by the Connecticut Labor Commission, shall apply to apprentices who are employed by an employer who is a member of the Connecticut Labor Commission.

Sec. 31-36-4. Apprentices.

(a) This regulation, together with regulations promulgated by the Connecticut Labor Commission, shall apply to apprentices who are employed by an employer who is a member of the Connecticut Labor Commission.

Sec. 31-36-5. Apprentices.

(a) This regulation, together with regulations promulgated by the Connecticut Labor Commission, shall apply to apprentices who are employed by an employer who is a member of the Connecticut Labor Commission.

Complaint Process

An employee who believes they have been discriminated against or denied a reasonable accommodation should first attempt to resolve the issue with their employer. If the issue is not resolved, the employee should file a complaint with the Connecticut Department of Labor.

Domestic Violence Resources in Connecticut

Domestic violence is a pattern of coercive, controlling behavior that can include emotional, sexual, psychological, financial, physical, and other abuse. If you are experiencing domestic violence, you are not alone and there are resources available to help you.

Sexual Harassment is Illegal

Sexual harassment is a form of discrimination that is illegal under the Connecticut Equal Employment Opportunity Act. It includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Examples of Sexual Harassment

- Unwelcome sexual advances
- Unwelcome requests for sexual favors
- Unwelcome sexual comments or remarks
- Unwelcome sexual touching or groping
- Unwelcome sexual gestures or lewd or obscene comments or remarks

Sec. 31-36-6. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-7. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-8. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-9. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-10. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-11. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

DOMESTIC VIOLENCE RESOURCES IN CONNECTICUT

Domestic violence is a pattern of coercive, controlling behavior that can include emotional, sexual, psychological, financial, physical, and other abuse. If you are experiencing domestic violence, you are not alone and there are resources available to help you.

SEXUAL HARASSMENT IS ILLEGAL

Sexual harassment is a form of discrimination that is illegal under the Connecticut Equal Employment Opportunity Act. It includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Sec. 31-36-12. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-13. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-14. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-15. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-16. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-17. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

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

Discrimination against someone based on their status as a victim of domestic violence is illegal under the Connecticut Fair Employment Practices Act. This includes discrimination in hiring, firing, promotion, and other employment practices.

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

Health insurance is a complex topic, and it's important to understand your options. We offer expert assistance and representation to help you navigate the process.

Sec. 31-36-18. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-19. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-20. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-21. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-22. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-23. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Discrimination is Illegal

Discrimination based on race, gender, age, and other protected characteristics is illegal under the Connecticut Fair Employment Practices Act. This includes discrimination in hiring, firing, promotion, and other employment practices.

WORKERS' COMPENSATION Notice to Employers/Employees

Workers' compensation is a form of insurance that provides benefits to employees who are injured or become disabled as a result of their work. It is important for both employers and employees to understand the process.

Sec. 31-36-24. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-25. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-26. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-27. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-28. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-29. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Employment

Employment is a legal relationship between an employer and an employee. It involves the exchange of labor for wages or other compensation. Both parties have certain rights and responsibilities.

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Sec. 31-36-30. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-31. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-32. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-33. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-34. Continuation of pay for the minimum wage.

(a) An employer who is required to pay an employee the minimum wage shall continue to pay the employee the minimum wage for the period of time that the employee is unable to work due to a work-related injury or illness.

Sec. 31-36-35. Continuation of pay for the minimum wage.

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