ancestry breastfeeding in a place of public accommodation color familial status (in housing) lawful source of income

lawful source of incor-learning disability marital status mental disability intellectual disability national origin physical disability

**PUBLIC ACCOMODATIONS** 

physical usasc...y
race
religious creed
sex, transgender status,, gender identity
of expression, sexual orientation or
civil union status
use of a guide dog/training a guide dog
Vetran status

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

**HOUSING &** 

# **Connecticut**

**State Labor Law Postings** 

### **Sexual Harassment**



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.

• Back pay

### Examples of Sexual Harassment

- Suggestive or lewd remarks • Unwanted hugs, touches, or kisses
- Reguests for sexual favors Retaliation for complaining about
- sexual harassment

Derogatory or pornographic posters, cartoons or drawings

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

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

## **Workers' Compensation**

# NOTICE TO EMPLOYEES State of Connecticut Workers' Compensation Commission



Remedies For Sexual Harassment

 Hiring, promotion or reinstatement Emotional distress damages

Compensatory damages

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:

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

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] – a location where employees must file claims for compensation.

If your employer has listed a location below, you  $\underline{\text{MUST}}$  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 Address

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.).

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 **EMPLOYMENT**

On the basis of

learning disability

marital status past or present history of mental disability intellectual disability physical disability

ratec use 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

recruiting hiring referring classifying promoting advertising discharging training training laying off

employment agencies labor organization

If you believe you have experienced illegal discrimination, the CT Commission on Human Rights will nvestigate 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
West Capitol Region
Capitol Region
Eastern Region
Administrative Office

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

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

203-579-6246 203-805-6579 860-566-7710 860-886-5707 860-541-3459

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

**CREDIT TRANSACTIONS** 

learning disability marital status intellectual disability

race religious creed sex, transgender status, gender identity or expression, sexual orientation or civil union status Veteran status

REPORT

PRANSTULIT SUSTINE

Minimum Wage: \$11.00 per hour effective 10-1-19

\$12.00 per hour effective 9-1-20 \$13.00 per hour effective 8-1-21

OVERTIME - ONE ANDONE-HALF TIMES
THE EMPLOYEES REGULAR
RATE OF PAY AFTER 40 HOURS
PER WEEK, FOR EXCEPTIONS SEE SECTION 31-761 OF THE
CONNECTICUT

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 EMPLOYED IN AGRICULTURE MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE. MINORS EMPLOYED BY AGRICULTURAL EMPLOYED BY AGRICULTURAL EMPLOYERS WIND DID NOT DURING THE PRECEDING CALENDAR YEAR. EMPLOY EIGHT OR MORE WORKERS AT THE SAME TIME SHALL BE PAID A MINIMUM WAGE OF NOT LESS THAN 70% OF THE MINIMUM WAGE AS DEFINED IN SECTION 31-58. MINORS IN OTHER EMPLOYMENT - SEE SECTION 31-60-6.

national origin physical disability

website: www.state.ct.us/chro
This notice provides general information about Connecticut law and is not to be considered as equivalent of the complete text.

paid for each pay period on a weekly or less frequent basis, regardless of the number of days or hours worked, which amount is not subject to reduction because of variations in the quality or quantity of the work performed, and which amount has been

(C) Deductions may be made for one or more stall 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 affer sickness or disability leave has been exhausted which has been disclosed by the employee in accordance with section 31-71 for the Connecticut General Statutes.

### Minimum Wage

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

## CONNECTICUT DEPARTMENT OF LABOR WAGE AND WORKPLACE STANDARDS DIVISION

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

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

tor each nour worked.

(2) When an employee is paid in accordance with a plan providing for a base rate plan commission, the wage paid weekly to the employee from these combined sources shall equal at least an average combined sources shall equal at least an average and a source of the source of

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

applicable regulations shall be complied with.

(b) Allowense for gradiaties as part of the minimum using eithal not acceed 4.6 % on famuse) 1.2014 and 36.8 % on famuse) 1.2015 for englycese employed in the hotel and restaurant industry, who customarily receive graduaties, and 15.6 % on January 1.2015 for bartenders who can be seen to be s

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

(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 be paid.

Sec. 31-60-7. Learners.

Sec. 31-60-9. Apparel.

For the purpose of this regulation, "apparel" means uniforms or other clothing supplied by the employer for use in the course of employment but does not include articles of clothing purchased by the employer or otching usually required for the course of the course of

Sec. 31-60-11. Hours worked.

Sec. 31-60-12. 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, showing the beginning and ending time of each work period, computed to the nearest (5) his total hours, daily or weekly basic wage;
(6) his overtime wage as a separate item from his basic ways on the second of the second

(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.

(2) is not practical for enforcement purposes. We expected the procedure 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.

(i) lack of work occasioned by the operating requirements of the employer;
(ii) jury duty, or attendance at a judicial proceeding in the capacity of a witness; or
(iii) temporary military leave.

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

in subdivisions (1) to (4), inclusive, of this section; provided this subdivision shall not apply in the case of an employee who owns at least twenty percent interest in the enterprise in which he is employed; and (6) who is compensated for his services on a salary basis at rate of not less than four hundred dollars per week exclusive of board, lodging, or other facilities, except that this subdivision shall not apply in the case of an employee in training section if (4) the training paried does not exceed aix months; and (8) the employee is compensated for his services on a salary basis at rate not less than three hundred seventy-five dollars per week exclusive of board, lodging, or other facilities during exclusive of board, lodging, or other facilities during exclusive of board, lodging, or other facilities during.

(a) For the purposes of section 31-58 (f) of the general statutes, as amended, "employee employee in a bona fide executive capacity" means any employee (1) whose primary duty consists of the management of the enterprise in which he is employed or of a customarily recognized department or subdivision thereof; and (2) who customarily

(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: (A) the performance of office produces of the consists of either (A) the performance of office produces or general business or particular size and produces or general business or particular size employer or his employer's customers, or (B) 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 therein; and (2) who customarily and regularly exercises discretion and dependent judgement; and (3) (4) who resularly and directly assists a proprietor, or an employee employed in a bons fide executive or administrative capacity, as such terms are defined in section 31-60-14 and 31-60-15, or (6) who performs under only general supervision work along specialized or technical lines

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

(c) "Feeb 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 and over aggin. Payment on a fee basis shall amount to a rate of not fees than the rate set forth in subsection (a) of this section.

Sec. 31-60-16. Employee in bona fide Professional Capacity.

Sec. 3.1-60-16. Employee in bona fide Professional Capacity.

(a) For the purposes of said section 31-58 (f) employee employed in a bona fide professional capacity means any employee (f) whose control of the capacity of the said of science of learning customarily acquired by a prolonged course of separatized in the capacity of the



## **Managed Care**

# **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



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

**Pregnancy Discrimination** 

# Pregnancy Discrimination and Accommodation in the Workplace

overed Employers

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

rohibition of Discrimination
o employer may discriminate against an employee or job
splicant because of her pregnancy, childbirth or other related
nditions (e.g., breastfeeding or expressing milk at work).

Denying reasonable leave of absence for disability due to

Denying reasonate reave or absence for disaumly 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 or a certain length of time prior to being granted job protected have of absence under this law.

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 Ooctor, typically 6-8 weeks) Break time and appropriate facilities (not a bathroom) for expressing milk

employer may discriminate against employee or job applicant denying a reasonable accommodation due to pregnancy.

Forcing employee or job applicant to accept a reasonable

Requiring employee to take a leave of absence where a reasonable accommodation could have been made instead

Prohibition of Retaliation imployers are prohibited from retaliating against an employee because far equest for reasonable accommodation.

Complaint Process

Notice requirements imployers must post or provide this notice to all existing employees by anuary 28, 2018; to an existing employee within 10 days after the notifies the employer of he pregnancy or related conditions; and to new employees upon commencing employment.

Anny 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": <u>AUL</u> (dditionally, women who are denied the right to breastfeed or express milk t work, or are discriminated or retaliated against for doing so, may also file a omplaint with the Connecticut Department of Labor (DOL).

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

# Pregnancy Discrimination

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 cumpli estas leyes antidiscriminación y de adaptación razonable relativas embarazo, parto o condiciones relacionadas —incluida la lactanci

· La terminación del empleo debido a embarazo, parto o

conacion 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 a cumuladas conforme a los planes que el empleador

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 <u>lota:</u> No hay requisito alguno de que la empleada deba prestar su: rvicios al empleador durante un cierto periodo antes de que se le orgue el permiso de ausencia con protección del empleo de acuer

No reincorporar a la empleada a su puesto de trabajo original o

Adaptación razonable

empleador debe proporcionar una adaptación razonable a una emplos de adaptaciones razonables incluyen, entre otros:

Permitirle estar sentada mientras trabaja

para extraerse leche materna

 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 a 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 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.

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

CHRQ Culaquier 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 deunuciantes tiemen 180 días a partir de la fecha del presunto acto de defenuciantes tiemen 180 días a partir de la fecha del presunto acto de riminación, o a partir del momento en el que se dé cuenta de manera onable de la discriminación, para presentar una queja. Es llegal que alguier ne represalias contra usted por presentar una queja. imero principal de la CHRO: 860-541-3400

por Discriminación": http://www.ct.gov/chro/taxonomy/v4\_taxonomy.asp?DLN=45570&chroNa

Sitio web de la CHRO: <u>www.ct.gov/chro/site/default.asp</u> Enlace de la CHRO sobre "<u>Cómo Presentar una Queja</u>

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

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

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EMPLOYER NOTE: Must be posted in a conspicuous place for convenient viewing by all employees and applicants.