

CONNECTICUT LABOR LAW POSINGS



WORKERS' COMPENSATION

NOTICE TO EMPLOYEES

State of Connecticut Workers' Compensation Commission



Revised 10-01-2021

The Workers' Compensation Act (Connecticut General Statutes Chapter 568) requires your employer, to provide benefits to you in case of injury or occupational disease in the course of employment.

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

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

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

The INSURANCE COMPANY or SELF-INSURANCE ADMINISTRATOR is:

Name _____ Telephone _____

Address _____ City/Town _____ State _____ Zip Code _____

Approved Medical Care Plan Yes No

The State of Connecticut Workers' Compensation Commission office for this workplace is located at: Address _____ Telephone _____ City/Town _____ State _____ Zip Code _____

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

If your employer has listed a location below, you MUST file your compensation claim there. When filing your claim, you are also required - by law - to send it by certified mail.

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

Employer Name _____ Address _____ Telephone _____ City/Town _____ State _____ Zip Code _____

THIS NOTICE MUST BE IN TYPE OF NOT LESS THAN TEN POINT BOLD-FACE AND POSTED IN A CONSPICUOUS PLACE IN EACH PLACE OF EMPLOYMENT. FAILURE TO POST THIS NOTICE WILL SUBJECT THE EMPLOYER TO STATUTORY PENALTY (Section 31-279 C.G.S.). Date Posted: _____

Any questions as to your rights under the law or the obligations of the employer or insurance company should be addressed to the employer, the insurance company, or the Workers' Compensation Commission (1-800-223-9675).

DOMESTIC VIOLENCE



DOMESTIC VIOLENCE RESOURCES IN CONNECTICUT

Domestic violence is a pattern of coercive, controlling behavior that can include emotional abuse, psychological abuse, physical abuse, sexual abuse, and/or financial abuse. It is the result of a person's feeling of entitlement to have power and control over their partner or family member and their choice to use abusive behaviors to gain and maintain that power and control.

If you or someone you know is experiencing an abusive relationship, help is available. Whether you need information, help, or just someone to talk to, we're here to listen.



Connecticut's domestic violence information and resource hub
CTSafeConnect.org | 888.774.2900
CALL • TEXT • CHAT • EMAIL • 24/7
All services are safe, free, confidential & voluntary

SafeConnect advocates can help you think through options and get you connected with one of CCA DV's 18 local domestic violence organizations for services such as counseling, support groups, advocacy for accessing basic needs, court-based advocacy, age-appropriate child advocacy, and support in finding shelter and other housing options."

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

Your employer cannot treat you differently or take actions against you based on your status as a victim of domestic violence, nor can they deny you reasonable leave of absence for certain issues related to the abuse you or your dependent children have experienced, including:

- (i) Seeking attention for injuries caused by domestic violence, including for a child;
- (ii) Obtaining services including safety planning from a domestic violence or rape crisis center;
- (iii) Obtaining psychological counseling related to domestic violence, including for a child;
- (iv) Taking other actions to increase safety from future incidents of domestic violence, including temporary or permanent relocation; or
- (v) Obtaining legal services, assisting in the prosecution of the offense, or otherwise participating in legal proceedings in relation to domestic violence.

If you feel you have been discriminated against due to your status as a victim of domestic violence or if you have been denied a reasonable leave of absence to deal with issues related to abuse, 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



FAIR EMPLOYMENT

Discrimination is Illegal

Connecticut law prohibits discrimination in	Connecticut law prohibits discrimination in	Connecticut law prohibits discrimination in
EMPLOYMENT	HOUSING & PUBLIC ACCOMMODATIONS	CREDIT TRANSACTIONS
On the basis of age, ancestry, color, genetic information, learning disability, marital status, past or present history of mental 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), Veterans status	On the basis of age, ancestry, color, genetic information, learning disability, marital status, past or present history of mental disability, national origin, physical disability, race, religious creed, sex, transgender status, gender identity or expression, sexual orientation or civil union status, use of a guide dog training a guide dog, Veterans status	On the basis of age, ancestry, color, blindness, color, learning disability, national origin, physical disability, race, religious creed, sex, transgender status, gender identity or expression, sexual orientation or civil union status, Veterans status

If you believe you have experienced illegal discrimination, the CT Commission on Human Rights will investigate without cost to you. It is illegal for anyone to retaliate against you for filing a complaint. For assistance contact: Connecticut Commission on Human Rights & Opportunities, Southwest Region, 350 Fairfield Avenue, Bridgeport, CT 06604, 203-579-6246, 203-579-6559; Capitol Region, 450 Columbus Blvd Suite 2, Hartford, CT 06103, 860-566-7710, 860-566-1997; Eastern Region, 100 Broadway, Norwich, CT 06360, 860-886-5703, 860-886-2550; Western Region, 450 Columbus Blvd Suite 2, Hartford, CT 06103, 860-541-3400, 860-541-3459, 860-264-5119

This notice provides general information about Connecticut law and is not to be construed as equivalent of the complete text.

SEXUAL HARASSMENT



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
<ul style="list-style-type: none">Unwelcome sexual advancesSuggestive or lewd remarksUnwanted hugs, touches, or kissesRequests for sexual favorsRetaliation for complaining about sexual harassmentDerogatory or pornographic posters, cartoons or drawings	<ul style="list-style-type: none">Cease and desist ordersBack payCompensatory damagesHiring, promotion or reinstatementEmotional 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

PREGNANCY DISCRIMINATION

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 need to breastfeed or express milk at work.

Reasonable accommodations include, but are not limited to: being permitted to work flexibly; More frequent or longer breaks; Periodic rest; Assistance with manual labor; Job restructuring; Light duty assignments; Modified work schedules; Transferring 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)**

**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.

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

Sec. 31-60-1. Piece rates in relation to time rates or incentive pay plans, including 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 amount or incentive bonus that is earned or accrued and is not based on a percentage of sales or revenue. "Incentive plan" means any method of compensation, including, without limitation, thero, commissions, bonuses, profit sharing, etc., that is based on the production of goods or services. "Minimum wage" means the minimum wage established by section 31-60-1. "Minimum wage" means the minimum wage established by section 31-60-1. "Minimum wage" means the minimum wage established by section 31-60-1.

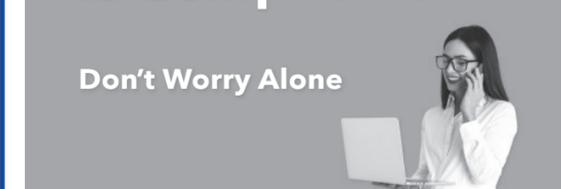
Sec. 31-60-2. Deductions and allowances for reasonable expense of board and lodging was required to be on call for emergency service at a location designated by the employer shall be considered to be working time and shall be paid for as such, whether or not the employee is actually called upon to work. (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 at a location designated by the employer but is not required to be on call, the employer shall be required to pay the employee for the time that he or she is on call, but not for the time that he or she is not on call. (d) When an employee is subject to call for emergency service at a location designated by the employer but is not required to be on call, the employer shall be required to pay the employee for the time that he or she is on call, but not for the time that he or she is not on call.

Sec. 31-60-3. Records. (1) His name; (2) His home address; (3) The occupation in which he is engaged; (4) The total wages paid each work period; (5) The overtime wage as a separate item from the regular wage; (6) The total wages paid each pay period; (7) Additions to or deductions from his wages each pay period; (8) The total wages paid each pay period; (9) The total wages paid each pay period; (10) Working certificates for minor employees under the age of eighteen years.

Sec. 31-60-4. Apprentices. (a) For the purpose of this regulation, "apprentice" means a person who is employed by an employer for the purpose of learning a trade, craft, occupation or profession, and who is employed for a period of not less than one year and not more than four years. (b) An employer who employs an apprentice shall be required to pay the apprentice a minimum wage of not less than the minimum wage established by section 31-60-1, plus a stipend of not less than one percent of the apprentice's gross earnings for each week of his or her apprenticeship.

MANAGED CARE

Health Insurance is Guaranteed.



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



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

Emploadores contemplados en estas leyes: Cada empleador que tenga más de 3 empleados debe cumplir estas leyes antidiscriminatorias 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; Denegar 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 mantiene; Negar un permiso de ausencia a un puesto de trabajo original o a un puesto equivalente después de su ausencia; Limitar, segregar o clasificar a la empleada de forma que le 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: Permitir estar sentada mientras trabaja; Pausas más frecuentes o más largas; Ayuda con el trabajo manual; Reestructuración del trabajo; Asignaciones de trabajo ligero; Horarios de trabajo modificados; Transfencias 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 puede discriminar a una empleada o solicitante de empleo negándole una adaptación razonable debido a su embarazo.

Requisitos de la notificación: Los empleadores tienen prohibido 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: 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 de su despido, para presentar una queja ante el Departamento del Trabajo (Department of Labor, DOL) de Connecticut.

Minimum Wage: \$12.00 per hour effective 10-1-19 \$13.00 per hour effective 9-1-20 \$14.00 per hour effective 8-1-21 \$15.00 per hour effective 7-1-22 (P.A. 19-4)

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OVERTIME - ONE AN DONE - HALF TIMES T HE EMPLOYEES REGULAR RATE OF PAY AFTER 40 HOURS PER WEEK, FOR EXCEPTIONS - SEE SECTION 31-76 OF THE CONNECTICUT GENERAL STATUTES.

MINORS UNDER 18 YEARS OF AGE EMPLOYED IN AGRICULTURE 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. EMPLOYERS WHO 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.

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