**Health Insurance** 

is Complicated.

**Don't Worry Alone** 

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

## **Examples of Sexual Harassment**

Unwelcome sexual advances

criminal penalties.

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

related to an employee or job applicant's pregnancy, childbirth or related conditions, including lactation.

applicant because of her pregnancy, childbirth or other related conditions (e.g., breastfeeding or expressing milk at work).

uibited discriminatory conduct includes:

Terminating employment because of pregnancy,
childibirth 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 birthy.

Denying disability or leave benefits accrued under plans

Failing to reinstate employee to original job or equ

employee or job applicant due to her pregnancy, childbirth or needing to breastfeed or express milk at work.

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

ned by the employer

ve of absence under this law.

More frequent or longer breaks

Periodic rest

Prohibition of Discrimination

Derogatory or pornographic posters, cartoons or drawings

## Remedies For Sexual Harassment

- Cease and desist orders Back pay
- · Compensatory damages
- · Hiring, promotion or reinstatement · Emotional distress damages

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 reasonab accommodation could have been made instead

Prohibition of Retaliation

Prohibition of Retaliation

Prohibited from retaliating against an employee because

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

CHRO

Any employee aggrieved by a violation of these statutes may file a

illegal for anyone to retaliate against you for filing a complaint

complaint with the Connecticut Commission on Human Rights and Opportunities (CHRO). Complainants have 300 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

https://portal.ct.gov/CHRO/Complaint-Process/Complaint-Process/How

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).

xpense in light of its circumstances

Employers are prohibited from retaliaus of a request for reasonable accommoda

CHRO main number: 860-541-3400

to-File-a-Discrimination-Complaint

DOL phone number: 860-263-6791

CHRO website: https://portal.ct.gov/CHRO CHRO link "How to File a Discrimination Co

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

PREGNANCY DISCRIMINATION

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

Pregnancy Discrimination and Accommodation in the Workplace

## 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

OHA Office of the Healthcare Advocate

### PREGNANCY DISCRIMINATION

Estatutos Generales del Estado de Connecticut §§ 46a-60(a), (b)(7), (d)(1) Discriminación por embarazo y acomodaciones en el lugar de trabajo

### Empleadores cubiertos

## Prohibición de la discriminación

Ningún empleador puede discriminar en contra de alguna empleada o solicitante de empleo, por motivos de su emba alumbramiento u otras condiciones relacionadas (v.g.: amamantar o extraerse leche en el trabajo).

- después del nacimiento)\*
  Negar hemético por discapacidad o por licencia, los cuales han sido acumulador conforme a los planes de salud que el empleador martiene Falta de reintegrar a la empleada al trabajo original o puesto equivalente, después de la licenda Limitar, segregar o dasificar a la empleada de manera que la prive de oportunidades de empleo.

  Joscimiara en su contra en cuanto a los términos o condiciones de empleo.

Las adaptaciones razonables incluyen, pero no se limitan a

- Permitir que se siente mientras trabaja
   Descansos más frecuentes o largos
   Descansos periódicamente
   Asistencia con el trabajo manual

- Traslado provisional o trabajo que sea meno
- u pengroso

  Tiempo para recuperarse del alumbramiento (prescrito por un médico, generalmente 6 a 8 semanas)

  Tiempo de Descanso e instalaciones apropiadas (no un baño) para extraer la leche

.ada empieador con uno o mas empieados, tiene que cumpili con esta leyes antidiscriminatorias y proveer acomodaciones azonables, en lo relacionado al embarazo, alumbramiento o condiciones relacionadas, incluso la etapa de lactancia.

- Corruruon reacionada

  Negar una licencia razonable por discapacidad debido al
  embarazo (v.g.: el médico recetó reposo en cama durante
  el periodo de recuperación de seis (6) a ocho (8) semanas
  después del nacimiento)\*

l empleador tiene que proveer acomodación razonable a l mpleada solicitante de empleo, debido a su condición de mbarazo, alumbramiento o necesidad para amamantar o xtraerse la leche en el lugar de trabajo.

negación de acomodación razonable gún empleador puede discriminar en contra de alguna pleada o solicitante de empleo, al negarle alguna modación razonable debido a su condición de embara:

- No proveer las acomodaciones razonables (y que no sea una carga
  de penuria)\*\*
   Negar oportunidad de empleo a la empleada o solicitante de trabajo
  debido a la solicitud de acomodación razonable
   Forzar a la empleada o a la solicitante de empleo a que acepte una
  acomodación razonable cuando no tiene ninguna limitación
  relacionada con el embarazo o no se requiere la acomodación para
  desempeñar sus deberes esenciales en el trabajo
   Exigir que la empleada to me una licencia de ausencia mientras que
  se hubiese podido haber hecho alguna acomodación razonable
- \*\*<u>Nota:</u> Para demostrar que hay una carga de penuria, el empleador debe Jemostrar que la acomodación presenta una dificultad o requiere gasto Ignificativo, a la luz de sus circunstancias.

Prohibición de represalias istá prohibido que los empleadores tomen represalia empleada, por solicitar acomodación razonable.

Requisitos para avisar

Los empleadores tienen que publicar o proveer este aviso a todos los
empleados existentes, antes del 28 de enero de 2018; a una empleada
existente dentro de diec (10) días posteriores a la fecha de que la emplea
informe al empleador de su condición de embarazo o condiciones
relacionadas, y a los empleados nuevos, al inicio de su empleo. Proceso de quejas CHRO [por sus siglas en inglés]

L'HINI Jipor sus siglas en iniglés]

Cualquier empleado agraviado por alguna infracción a estos estatutos, puede presentar alguna queja ante la Connecticut Commission on Human Rights and Opportunities (CHPO) (Cinnisión de Derenchos Humanos y Oportunidades en el Estado de Connecticut) los demandantes tienen 300 días a partir de la fecha del presunto acto de discriminación, o desde el momento en que razonablemente tuvo conocimiento de la discriminación, para presenta la queja. No es legal que alguien tome represalla en contra suya, porque usted presentó alguna queja.

CHRO número principal: 860-541-3400
CHRO sitio web: https://portal.ct.gov/CHRO
CHRO vínculo "How to File a Discrimination

https://portal.ct.gov/CHRO/Complaint-Process/Complaint-Process/How-

DOL [por sus siglas en inglés]

en inglés].

Formulario de querella: https://www.ctdol.state.ct.us/wgwkstnd/forms-wwsInstruct.htm

http://www.ctdol.state.ct.us/wgwkstnd/forms/DOL-805%20fillable-Spa.do

## MINIMUM WAGE

## CONNECTICUT DEPARTMENT OF LABOR

## WAGE AND WORKPLACE STANDARDS DIVISION

DOL-75 (Rev. 12/23) 0024-075-01

Sec. 31-60-1. Piece rates in relation to time rates or incentive pay plans, including commissions and bonuses.

commissions and bonuses.

(a) Definitions. For the purposes of this regulation, piece rates' means an established rate per unit of work performed without regard to time required for extension of the properties of the properties

employee.

For example, an attestation or statement in electronic or written format demonstrating that wages received by the service employee, including gratulies, together with other authorized allowances, represents a payment of not less than the minimum fair wage supprest of not less than the minimum fair wage that the connecticut General Statutes per hour for each hour worked during the pay period, will be accopted by the commissioner as substantial evidence for purposes of this section, provided all other purposes of this section, provided all other statements of subdivisions (2) and (3) of this section.

almasy 1, 2015, and ending on June 30, 2019, equal to shirty-six and eight-entitis por cent of the minimum fair wage per hour for persons, other than betranders, who are employed in the hotel and restaurant, who custionarily and regularly receive gratulates, (2) equal to eleven per cent of the minimum fair wage per hour go, equal to eleven per cent of the minimum fair wage per hour, and effective January 1, 2006, equal to eleven per cent of the minimum fair wage per hour and the period of the minimum fair wage per hour for persons employed as barreders who customarily and regularly receive gratulates, and shall also recoping deductions and allowances for the value of board, in the amount of eighty-live cents for a full meal and forly-the cents for a full meal and forly-the cents for a full meal and forly-the cents of the full meal and forly-the cents for a full meal and forly-the cents for a full meal and forly-the cents for a full meal and forly-the cents of a full meal and forly-the cents of a full meal and forly-the cents for the full meal and forly-the cents for a full meal and forly-the c

sec. 31-60-4. Physically or mentally handicapped employees.

This regulation defines a 'physically or mentally handicapped person' as a person whose earning capacity is imperated by age or physical or mentally handicapped person' as a person whose earning capacity is imperated by age or physical or mental ediciency or inpuy and provides guidelines for the monitoration of the minimum ways.

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

Sec. 31-60-6. Minor

(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.

see. 31-60-9. A pp a re!

For the purpose of this regulation, "appared" means uniforms or other clothing supplied by the employer includes articles of colting purchased by the employer includes articles of clothing purchased by the employer of clothing usually required for health, comfort or convenience of the employers. An allowance of clothing usually required for health, comfort or convenience of the employers. An allowance of clothing usually required for health, comfort or convenience of the employers and cleaning part of the minimum fair wage for the maintenance of the specifically required by the employer and cleaning of its not specifically required by the employer and cleaning of its not specifically required by the employer and thorization indeedly or indirectly and assigned to duty, working time shall begin when the employee has completed his assignment, and shall end to the employer and the propose of section 31-58 (f) of the general statutes, as amended, "employee employee employee employee employee employee employees and the propose of section 31-58 (f) of the general statutes, as amended, "employee employee employees employee employees employee employees and the propose of section 31-58 (f) of the general statutes, as amended, "employee employees employee employees employees employees employees employees employees employees employee employees employees employee employees employees employee employees employee employees employees employee employees employees employees employee employees employees employee employees employees employee employees employees employees employee employees employees employees employee employees employee employees employees employee employees employee employees employee employees employees employee employees employee employees employee employees employee employees employee employees employee employees emplo

Sec. 31-60-7. Learners.

This regulation controllate the requirements to apply to that abort commissioner for authentivement rate in an occupation which is not apprenticeable.

Sec. 31-60-8. Apprentices.

Linder this regulation, appendixes dely registered by the Connection State Apprentices 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. A p p a r e I

case of an employee of a retail or service establishment who does not devote as much as forty percent, of his hours of work in the workweek to activities which are not directly and closely related to activities which are not directly and closely related to activities which are not directly and closely related to activities which are not directly and closely related to activities which are not supply 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 rand (6) who is compensated for his services on a rand (6) who is compensated for his services on a closely in the case of an employee in training for a bona fide executive positions as defined in this section if (4) the executive positions as defined in this section if (3) the

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 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 the subject of an employer advisement as required by section 31-71 for the Connectious General Statutes. whose primary duty consists of the performance of:

(A) work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study, as distinguished from a general academic aduction and from an apprenticeship, and from training in the performance of routine mental, manual, or physical processes, or

(4) who does not devote more than twenty percent of his hours worked in the workweek to activities which are not an essential part of and necessarily incident to the work described in subdivision (1) to (3), inclusive, of this section; and

(2)(A) No deduction of any kind shall be made for any part of a workweek absence that is attributable to:

inclusive, of this section, and

(5) who is compensated for his services on a salary

or the basis at a rate of not less than four hundred

dollars per week exclusive of board, lodging, or other

the case of an employee who is the holder of a valid

license or certificate permitting the practice of law or

medicine or any of their branches and who is actually

engaged in the practice thereof, or in the case of an exclusive or of their branches and who is actually

engaged in the practice of medicine and is a

degree for the permit practice of medicine or any of its

branches, or in the case of an employee expending

or any of the practice of medicine or any of its

branches, or in the case of an employee employed

and engaged as a stender sea provided in such vision

to compensated on a salary or fee basis at a rate of

not less than four hundred severity-five dollars per

week exclusive of board, lodging or other facilities,

and whose primary duty comiss for the performance

of this section which includes work requiring the

consistent exercise of discretion and judgment, or

of work, requiring invention, imagination or talent in a

recognized field of artisic network; shall be deemed

to metal of the requirements of this section. lack of work occasioned by the operating requirements of the employer; jury duty, or attendance at a judicial proceeding in the capacity of a witness; or temporary military leave. less than one to day from work trieses.

(A) The absence is taken pursuant to the federal family and medical leave set, 29 USC 2601 et seq., or the Connectical family and medical leave act, 29 USC 2601 et seq., or the Connectical family and medical leave act, 20 USC 2601 et seq., or the connectical family and medical family activates the sequence of the connectical family and process of the connectical family and process the substitution or reduction from accuracy benefits for the teachest that the sequence of the connectical family and the substitution or reduction from accuracy benefits for the teachest than the sequence of the connectical family and the substitution or reduction from accuracy benefits for the teachest than the sequence of the connectical family and the sequence of the

(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 in follow which are unique in nature orther than for a series of jobs which are the payment of the payment of the payment of the which payment on an identical basis is made over and over again. Payment on a fee basis shall amount

Minimum wage is annually indexed each year, effective Jan 1. \$15.69 per hour effective 1-1-2024

through 12-31-2024 (P.A. 19-4) O V E R T I ME - O N E A N D O N E - H A L F T I M E S T H E EMPLOYEES REGULAR RATE OF PAY AFTER 40 HOURS PER WEEK. FOR EXCEPTIONS - SEE SECTION 31-761 OF THE CONNECTICUT

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 an analysis of the properties of the section.

MINORS UNDER 18 YEARS OF AGE MENLOYED IN AGRICULTURE MAY BE PAID of the properties of the properties of the properties of the properties of the section.

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

(a) For the purposes of said section 31-58 (1) MAGE AS DEFINED IN SECTION 31-58. MINORS IN OTHER EMPLOYMENT - SEE SECTION 31-50. SECTION 31-50. SECTION 31-50. SECTION 31-50. SECTION 31-50. SECTION 31-50.



Commission on Human Rights and Opportunities at 860-541-3400. CT Toll Free 1-800-477-5737. or online at www.ct.gov/CHRO

**EMPLOYMENT** ancestry color genetic information learning disability

## **HOUSING &** PUBLIC ACCOMODATIONS On the basis of

public accommodation intellectual disability national origin physical disability race

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.

REFER

CHRO

CREDIT TRANSACTIONS

intellectual disability

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

institution, or of a department or subdivision thereof, in work directly related to the audient institution or in work directly related to the audient institution or an experiment of the control of the

Connecticut Commission on Human Rights & Opportunities

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

The Workers' Compensation Act (Connecticut General Statutes Chapter 568) requires your employer.

CONNECTICUT

**LABOR LAW** 

**POSTINGS** 

**WORKERS' COMPENSATION** 

in the course of his employeer. If the employee fails to report the injury to his employer, or some person representing his employer. If the employee fails to 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

Address \_\_ Telephone \_\_

NOTICE

TO EMPLOYEES

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

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 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.

Telephone

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.).

CTSafeConnect

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).

cca DV 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. The pattern of abusive behavior is designed to make the victim dependent upon the abuser, leaving the victim

feeling scared, confused, and insecure about their ability to survive on their own, financially or

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.

DOMESTIC VIOLENCE

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

# Safe Connect advocates can help you think through options and get you connected with one of CCADV'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

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:

(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

(i) Seeking attention for injuries caused by domestic violence, including for a child;

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

## FAIR EMPLOYMENT

# Discrimination is Illegal

CE DA

Revised 10-01-2021

\_\_ 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

Address