

MINIMUM WAGE: Each year, an individual's effective January 1, 2024, \$15.69 per hour effective 1-1-2024 through 12-31-2024 (P.A. 19-4)

CONNECTICUT DEPARTMENT OF LABOR WAGE AND WORKPLACE STANDARDS DIVISION

31-40-1.1. Place rates in relation to time rates or incentive pay plans, including commissions and bonuses.

January 1, 2015, and ending on June 30, 2019, equal to thirty-six and eight-tenths percent of the minimum fair wage per person, other than bartenders, who are employed in the hotel and restaurant industry, including a retail restaurant, who customarily and regularly receive gratuities...

incidental to and resulting from such travel shall be paid by the employer when payment made by the employee would bring the employee's earnings above the minimum fair wage...

(a) Definitions. For the purposes of this regulation, "price rates" means "established rates" per unit of work performed without regard to time required for such accomplishment...

(b) Record of wages. Each employer shall maintain records of wages paid to each employee who is compensated for his or her services...

(c) Piece rates in relation to time rates. (1) When an employer is compensated at a piece rate, the employer shall pay a sufficient amount at piece rates to yield an average rate of at least the minimum fair wage established by subsection (b) of section 31-58 of the Connecticut General Statutes...

(d) Compensation. (1) When an employee is compensated on a commission basis, he shall be paid weekly an amount equal to the minimum fair wage established by subsection (b) of section 31-58 of the Connecticut General Statutes...

(2) When an employee is compensated at an hourly rate for any hours, the employer's hourly rate shall be at least the minimum fair wage established by subsection (b) of section 31-58 of the Connecticut General Statutes for each hour worked.

(3) When an employee is compensated on a commission basis, he shall be paid weekly an amount equal to the minimum fair wage established by subsection (b) of section 31-58 of the Connecticut General Statutes for each hour worked.

(e) Commission. (1) When an employee is compensated on a commission basis, he shall be paid weekly an amount equal to the minimum fair wage established by subsection (b) of section 31-58 of the Connecticut General Statutes for each hour worked.

(2) When an employee is compensated at an hourly rate for any hours, the employer's hourly rate shall be at least the minimum fair wage established by subsection (b) of section 31-58 of the Connecticut General Statutes for each hour worked.

(3) When an employee is compensated on a commission basis, he shall be paid weekly an amount equal to the minimum fair wage established by subsection (b) of section 31-58 of the Connecticut General Statutes for each hour worked.

(f) For the purposes of this regulation, "gratuities" means a voluntary monetary contribution received by the employee from a guest, patron or customer for service rendered by the employee...

(g) Unless otherwise prohibited by statutory provision or by a wage order, gratuities may be recognized as constituting a part of the minimum fair wage when all of the following provisions are complied with:

(1) The employee shall be engaged in an employment relationship which is customarily and usually constituted and has been recognized as part of his remuneration for his purposes and...

(2) The amount received in gratuities shall be credit for part of the minimum fair wage for the week in which it is received, and shall be paid weekly, or bi-weekly basis in a wage record, even though payment is made more frequently, and...

(3) Each employee claiming credit for gratuities as part of the minimum fair wage shall be paid the minimum fair wage plus the amount of the gratuities received, but not less than the minimum fair wage unless permission has been granted by the Commissioner through an application process.

(4) For written, an attestation or statement in electronic or printed form demonstrating that wages received by the employee are not being used for the purposes of this regulation, and that the employee is not being paid less than the minimum fair wage unless permission has been granted by the Commissioner through an application process.

(5) For the purposes of this regulation, "gratuities" means a voluntary monetary contribution received by the employee from a guest, patron or customer for service rendered by the employee...

(6) Unless otherwise prohibited by statutory provision or by a wage order, gratuities may be recognized as constituting a part of the minimum fair wage when all of the following provisions are complied with:

(1) The employee shall be engaged in an employment relationship which is customarily and usually constituted and has been recognized as part of his remuneration for his purposes and...

(2) The amount received in gratuities shall be credit for part of the minimum fair wage for the week in which it is received, and shall be paid weekly, or bi-weekly basis in a wage record, even though payment is made more frequently, and...

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(6) Unless otherwise prohibited by statutory provision or by a wage order, gratuities may be recognized as constituting a part of the minimum fair wage when all of the following provisions are complied with:

(1) The employee shall be engaged in an employment relationship which is customarily and usually constituted and has been recognized as part of his remuneration for his purposes and...

Employment of Minors in Mercantile/Retail Trades Time and Hour Restrictions for Young Persons Under Age 18

During school weeks (16-17 years of age): 6 a.m. to 10 p.m. (If an employer does not employ or schedule its employees on a shift basis, the hours of work shall not exceed 11 p.m. or midnight if employed in a supermarket of more than 1,500 sq. ft. in size).

During non-school weeks (16-17 years of age): 8 hours per day/48 hours per week - no more than 5 days per week. 15-Year-Old Minors can be employed as cashiers or stock clerks in non-meat retail establishments and may work during non-school weeks only...

Minimum Wage \$14.00 per hour effective July 1, 2022. Annually indexed to cost of living effective Jan. 1, 2024. Minors may be paid 50% of Minimum Wage during their first 90 days of employment.

A Statement of Age/Working Paper is required for all employees under the age of 18. Inquiries or complaints of violation should be sent to: Connecticut Department of Labor - Wage & Workplace Standards Division.

Notice to the Employees of the State of Connecticut. In accordance with § 31-48d of the Connecticut General Statutes, this will serve as notice that this employer may engage in the following types of Electronic Monitoring of employees' activities on communications:

- Telephone (including hidden cameras) Computer Radio Electromagnetic Other

If you have any questions regarding this notice, contact [Name] for additional information. Wage & Workplace Standards Division, 200 Foley Boulevard, Waterford, CT 06109

31-48d. Employees engaged in electronic monitoring required to give their consent. Employees engaged in electronic monitoring must give their consent to the monitoring of their activities on communications.

31-48d. Definitions. As used in this section, the following definitions shall apply: (A) "EMPLOYEE" means a person employed or engaged in any occupation, trade, business, profession, or service...

31-48d. Minimum Fair Wage Rates for Persons Employed in Mercantile Trade. (A) "EMPLOYEE" means a person employed or engaged in any occupation, trade, business, profession, or service...

31-48d. Deductions and Allowances. (A) "EMPLOYEE" means a person employed or engaged in any occupation, trade, business, profession, or service...

31-48d. Employment Under Other Wage Orders. (A) "EMPLOYEE" means a person employed or engaged in any occupation, trade, business, profession, or service...

31-48d. Deductions and Allowances. (A) "EMPLOYEE" means a person employed or engaged in any occupation, trade, business, profession, or service...

STATE OF CONNECTICUT WAGE RATES FOR PERSONS EMPLOYED IN THE RESTAURANT AND HOTEL RESTAURANT OCCUPATIONS

Minimum Fair Wage Rates for Persons Employed in the Restaurant and Hotel Restaurant Occupations. \$15.69 per hour effective 1-1-2024 through 12-31-2024.

31-40-1.1. Place rates in relation to time rates or incentive pay plans, including commissions and bonuses. January 1, 2015, and ending on June 30, 2019, equal to thirty-six and eight-tenths percent of the minimum fair wage per person...

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Job Safety & Health Protection. STATE OF CONNECTICUT. THE CONNECTICUT OCCUPATIONAL SAFETY AND HEALTH ACT OF 1973 AS AMENDED BY P.A. 77-10 PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR EMPLOYEES OF STATE AND LOCAL GOVERNMENT AGENCIES (PUBLIC EMPLOYERS). THE PURPOSE OF THIS STATE LAW IS TO ASSURE SAFE AND HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE.

Summary of Public Act Increasing the Minimum Wage. Summary of Public Act Increasing the Minimum Wage. Summary of Public Act Increasing the Minimum Wage.

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 desire to dominate, control, and isolate another person.

Discrimination is Illegal. Discrimination is illegal. Discrimination is illegal. Discrimination is illegal.

Employment of Minors in Restaurant/Food Service Time and Hour Restrictions for Young Persons Under Age 18. During school weeks (16-17 years of age): 6 a.m. to 10 p.m. (If an employer does not employ or schedule its employees on a shift basis, the hours of work shall not exceed 11 p.m. or midnight if employed in a supermarket of more than 1,500 sq. ft. in size).

Emergency Payday Notice. EMERGENCY PAYDAY NOTICE. EMERGENCY PAYDAY NOTICE.

State Unemployment Insurance Law. Your employer is subject to the Connecticut Unemployment Insurance Law. Your employer is subject to the Connecticut Unemployment Insurance Law.

Health Insurance Free Expert Assistance. Health Insurance Free Expert Assistance. Health Insurance Free Expert Assistance.