

# INFORMATION LABOR LAW POSTINGS



## 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. 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 otherwise.

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.



CTSafeConnect

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."

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

## 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:

- Seeking attention for injuries caused by domestic violence, including for a child;
- Obtaining services including safety planning from a domestic violence or rape crisis center;
- Obtaining psychological counseling related to domestic violence, including for a child;
- Taking other actions to increase safety from future incidents of domestic violence, including temporary or permanent relocation; or
- 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](http://www.ct.gov/CHRO)*



## MINIMUM WAGE

DOL-78 (Rev. 1/25)  
**MANDATORY ORDERS 7A & 7B**

This notice must be posted and maintained wherever persons covered by this order are employed.

Inquiries or complaints of violation of this order should be sent to  
Wage and Workplace Standards Division, Labor Department, Wethersfield, CT 06109-1114

**STATE OF CONNECTICUT**  
LABOR DEPARTMENT - WAGE AND WORKPLACE STANDARDS  
MERCANTILE TRADE

Website: [www.ct.gov/dol](http://www.ct.gov/dol)

### Minimum Fair Wage Rates for Persons Employed in Mercantile Trade.

**Sec. 31-62-D1. DEFINITIONS** As used in sections 31-62-D1 to 31-62-D11, include:

(a) "Commissions" means earnings based on sales. These earnings may be achieved through the payment of a fixed sum per sale or by the payment of a percentage on any or all sales made by an individual or group of individuals.

(b) "Employee" means a person employed or permitted to work in any occupation in the mercantile trade.

(c) "Mercantile trade" means the trade of wholesale or retail selling of commodities and any operation supplemental or incidental thereto, including, but not limited to, buying, delivery, maintenance, office, stock and clerical work. Repair and service employees may be excluded if the major portion of their duties is unrelated to the mercantile trade as herein defined.

(d) "Minor" means a person less than eighteen years of age.

(e) "Working time" includes all time during which an employee is required to be on duty or at prescribed premises whether or not work is then provided by the employer, or during which an employee is permitted to work though required not to do so.

**Sec. 31-62-D2. THE FOLLOWING MINIMUM WAGE IS ORDERED:** Effective 7-1-2022, not less than \$14.00 per hour, and effective 6-1-2023, not less than fifteen dollars per hour. On 1-1-24, the minimum fair wage shall be adjusted by the percentage change in the employment cost index calculated by the United States Department of Labor, over the twelve-month period ending on June thirtieth of the preceding year, rounded to the nearest whole cent.

(b) **BEGINNERS.** For the first 200 hours in the trade not less than 85% of the minimum wage and not less than the minimum wage thereafter."

**\*This subsection is amended by P.A. 19-4, An Act Increasing the Minimum Fair Wage, COS Sec. 31-68U(b).** The rates for all persons under the age of eighteen years, except emancipated minors, shall be not less than eighty-five per cent of the minimum fair wage for the first ninety days of such employment, or ten dollars and ten cents per hour, whichever is greater, and shall be equal to the minimum fair wage thereafter, except in institutional training programs specifically exempted by the commissioner.

(c) **OVERTIME.** One and one-half times the employee's regular rate of pay after 40 hours a week.

(d) **MINIMUM DAILY EARNINGS GUARANTEED.** An employee, who by request or permission of the employer, reports for duty on any day whether or not assigned to actual work shall be compensated for a minimum of four hours ending at his regular rate. In instances of regularly scheduled employment of less than four hours as mutually agreed in writing between employer and employee, and approved by the Labor Department, this provision may be waived provided the minimum daily pay in every instance shall be at least twice the applicable minimum hourly rate.

**Sec. 31-62-D3. PAYMENT OF WAGES.** Each employee shall be paid, weekly, wages not less than the minimum provided in this order, and all commissions as defined herein shall be settled at least once monthly.

**Sec. 31-62-D4. REGULAR HOURLY RATE.** Each employer shall establish a regular hourly rate for employees covered by this order. When an employee is paid commission in whole or in part for his earnings, the regular hourly rate for the purpose of computing

overtime shall be determined by dividing the employee's total earnings by the number of hours in the usual work week as supported by time records made in accordance with the provisions of section 31-62-D8.

**Sec. 31-62-D5. COMPUTATION OF TIME.** All time paid shall be reckoned to the nearest unit of fifteen minutes.

**Sec. 31-62-D6. BEGINNERS.** \*

**\*This section is amended by P.A. 19-4, An Act Increasing the Minimum Fair Wage, COS Sec. 31-68U(b).** The rates for all persons under the age of eighteen years, except emancipated minors, shall be not less than eighty-five per cent of the minimum fair wage for the first ninety days of such employment, or ten dollars and ten cents per hour, whichever is greater, and shall be equal to the minimum fair wage thereafter, except in institutional training programs specifically exempted by the commissioner.

**Sec. 31-62-D7. HANDICAPPED WORKERS.** Any employee whose earning capacity has been impaired by physical or mental disability may be paid less than the minimum wage, provided specific permission in each case shall be obtained by the employer from the Labor Department in accordance with the provisions of Section 31-67 of the general statutes.

**Sec. 31-62-D8. RECORDS.** The employer shall keep available at the place of employment for a period of three years accurate and legible records in ink for each employee as follows: (1) his name; (2) his address; (3) his working certificates as proof of age if a minor employee (sixteen to eighteen years); (4) his occupation; (5) his daily and weekly hours worked showing the beginning and ending hours of each work period. Records of daily and weekly hours need not be maintained for employees who qualify for exemption of the overtime requirements of this order, provided the wages paid shall be at least the minimum required in this order. With permission of the Labor Commissioner or his authorized representative, wage records may be kept at designated places other than the place of employment. Records of hours worked for each employee for whom such records are required shall be available at the place of employment for inspection at all reasonable times.

**Sec. 31-62-D9. COOPERATIVE STUDENTS.** Repealed.

**Sec. 31-62-D10. EMPLOYMENT UNDER OTHER MINIMUM WAGE ORDERS OR FOR WHICH NO WAGE ORDER HAS BEEN PROMULGATED.** The provisions of these regulations shall apply to any worker engaged in the mercantile trade as defined herein for the entire work period, unless he is engaged partly in an occupation covered by another wage order or in an occupation for which no wage order has been promulgated and the time spent in each occupation is segregated and recorded.

**Sec. 31-62-D11. NO CHARGE FOR UNIFORMS OR OTHER FACILITIES.** The cost of uniforms or other facilities required by the employer as a condition of employment, and the reasonable cost of their maintenance, may not be charged to the employee if such expense would result in the payment of a wage less than the minimum prescribed in this order.

**Sec. 31-69 PENALTY.** (a) Any employer or his agent, or the officer or agent of any corporation, who discharges or in any other manner discriminates against any employee because such employee has served or is about to serve on a wage board or has testified or is about to testify before any wage board or in any other investigation or proceeding under or related to this part, or because such employer believes that such employee may serve on any wage board or may testify before any wage board or in any investigation or proceeding under this part, shall be fined not less than one hundred dollars nor more than four hundred dollars.

(b) Any employer or the officer or agent of any corporation who pays or agrees to pay to any employee less than the rates applicable to such employee under the provisions of this part or a minimum fair wage order shall be: (1) fined not less than four thousand dollars nor more than ten thousand dollars or imprisoned not more than ten years or both for each offense if the total amount of all unpaid wages owed to an employee is more than two thousand dollars; (2) fined not less than two thousand nor more than three thousand dollars or imprisoned not more than one year or both for each offense if the total amount of all unpaid wages owed to an employee is more than two thousand dollars; (3) fined not less than one thousand dollars or imprisoned not more than three months or both for each offense if the total amount of all unpaid wages owed to an employee is more than one thousand dollars; or (4) fined not less than five hundred dollars nor more than one thousand dollars or imprisoned not more than six months or both for each offense if the total amount of all unpaid wages owed to an employee is more than five hundred dollars or less.

(c) Any employer, his officer or agent, or the officer or agent of any corporation, firm or partnership, who fails to keep the records required under this part or by regulation made in accordance with this part or to furnish such records to the commissioner or any authorized representative of the commissioner, upon request, or who refuses to admit the commissioner or his authorized representative to his place of employment or who hinders or delays the commissioner or his authorized representative in the performance of his duties in the enforcement of this part shall be fined not less than fifty dollars nor more than two hundred dollars, and each day of such failure to keep the records required under this part or to furnish the same to the commissioner or any authorized representative of the commissioner shall constitute a separate offense, and each day of refusal to admit or hindering or delaying the commissioner or his authorized representative shall constitute a separate offense.

(d) Nothing in this part shall be deemed to interfere with, impede or in any way diminish the right of employees to bargain collectively with their employers through representatives of their own choosing in order to establish wages or conditions of work in excess of the applicable minimum under this part.

**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)**

**CONNECTICUT Labor**

DORA SENKOW  
ACTING DIRECTOR

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STATE OF CONNECTICUT  
A true service of the State of Connecticut

# DISCRIMINATION IS ILLEGAL.



State of Connecticut  
**COMMISSION ON  
HUMAN RIGHTS  
& OPPORTUNITIES**

**CONNECTICUT LAW**  
prohibits discrimination in:

On the basis of:

age  
ancestry  
color  
disability  
(past and present intellectual, mental, learning, and physical disabilities, including, but not limited to, blindness, deafness, mobility impairments, and use of a guide dog or guide dog in training)  
familial status  
(housing only)

gender identity or expression  
genetic information  
(employment only)  
lawful source of income  
(housing and public accommodations only)  
marital status  
national origin  
race  
religious creed  
sex  
(including pregnancy, childbirth and related conditions, accommodations for pregnancy, breastfeeding, and sexual harassment)

sexual orientation  
status as a veteran  
status as a victim of domestic violence  
criminal conviction  
erased criminal history  
retaliation for protected activity  
(including filing with CHRO)



Do you believe you have been discriminated against? Call us at (860) 541-3400, scan the QR Code or visit <https://portal.ct.gov/chro> to contact CHRO today.

## CHILD LABOR

### MERCANTILE/RETAIL-RELATED CONNECTICUT GENERAL STATUTES

**Sec. 31-23. Employment of minors prohibited in certain occupations. Exceptions.** (a) No minor under sixteen years of age shall be employed or permitted to work in any manufacturing, mechanical, mercantile or theatrical industry, restaurant or public dining room, or in any bowling alley, shoe-shining establishment or barber shop, provided the Labor Commissioner may authorize such employment of any minor between the ages of fourteen and sixteen who is enrolled in (1) a public school in a defined and approved by the Commissioner of Education and the Labor Commissioner or in a program established pursuant to section 10-20a, or (2) a summer work-recreation program sponsored by a town, city or borough or by a human resources development agency which has been approved by the Labor Commissioner, or both, and provided the prohibitions of this section shall not apply to any minor over the age of fourteen who is under vocational probation pursuant to an order of the Superior Court as provided in section 46b-140 or to any minor over the age of fourteen who has been placed on vocational parole by the Commissioner of Children and Families.

(d) Each person who employs a minor under the age of eighteen years shall obtain a certificate stating the age of such minor as provided in section 10-193. Such certificates shall be kept on file at the place of employment and shall be available at all times during business hours to the inspectors of the Labor Department.

**Sec. 31-13. Hours of labor of minors, elderly and handicapped persons in mercantile establishments.** (a) No person under the age of eighteen years who is not enrolled in and has not graduated from a secondary educational institution shall be employed in any mercantile establishment more than eight hours in any one day, or more than six days in any one calendar week or more than forty-eight hours in any one calendar week.

(b) If the Labor Commissioner finds, upon application of an employer, that an emergency exists or that seasonal or peak demand places an unusual and temporary burden upon any mercantile establishment, any such person under the age of eighteen years may be employed in such establishment not more than ten hours in any day and not more than fifty-two hours in any calendar week, but the total number of weeks of any such employment in any twelve months shall not exceed eight.

(c) No person under eighteen years of age who is enrolled in a secondary educational institution shall be employed in any mercantile establishment more than (1) six hours in any regularly scheduled school day unless the regularly scheduled school day immediately precedes a non-school day or eight hours in any day, and (2) thirty-two hours in any calendar week during which the school in which such person is enrolled is in session, or forty-eight hours in any other calendar week during which the school in which such person is enrolled is not in session. Notwithstanding any provision of this section, the number of hours such person participated in a work experience that is part of an approved educational plan, cooperative program or school-to-work program shall not be counted against the daily or weekly limits set forth in this section.

(d) Each employer in any such establishment shall post in a conspicuous place in each room where such persons are employed a notice, the form of which shall be furnished by the Labor Commissioner, stating specifically the hours of work required of such persons on each day of the week, and the employment of any such person for a longer time than so stated shall be a violation of this section. (e) The provisions of this section shall not apply to permanent salaried employees in executive, managerial or supervisory positions excepted from the provisions of part 1 of chapter 5581 who receive a regular salary of not less than the minimum fixed for such employment in any wage order or administrative regulation issued under authority of said part, or to persons under eighteen years of age who have graduated from a secondary educational institution.

**Sec. 31-14. Night work of minors regulated.** (a) No person under eighteen years of age shall be employed in any manufacturing, mechanical or mercantile establishment between the hours of ten o'clock in the evening and six o'clock in the morning, except that such persons may be employed in any manufacturing, mechanical or mercantile establishment until eleven o'clock in the evening or any supermarket until twelve o'clock midnight or any night other than a night preceding a regularly scheduled school day. No such person may be discharged or indexed against in any manner for refusing to work later than ten o'clock in the evening.

**Sec. 31-15a. Criminal penalty.** Any employer, officer, agent or other person who violates any provision of section 31-12, 31-13 or 31-14, subsection (a) of section 31-15 or section 31-18, 31-21 or 31-24 shall be fined not less than two thousand nor more than five thousand dollars or imprisoned not more than five years, or both, for each offense.

**Sec. 31-69a. Additional penalty.** (a) In addition to the penalties provided in this chapter and chapter 568, any employer, officer, agent or other person who violates any provision of this chapter or subsection (g) of section 31-288, shall be liable to the Labor Department for a civil penalty of three hundred dollars for each violation of said chapters and for each violation of subsection (g) of section 31-288. (b) In addition to the penalties provided in this chapter and chapter 557, any employer, officer, agent or other person who violates any provision of section 31-12, 31-13 or 31-14, subsection (a) of section 31-15 or section 31-18, 31-21 or 31-24 shall be liable to the Labor Department for a civil penalty of six hundred dollars for each violation of said sections.

## 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 illness in the course of employment.

Section 31-284b 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 employer 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 \_\_\_\_\_  
Address \_\_\_\_\_ Telephone \_\_\_\_\_  
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 ([www.state.ct.us](http://www.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.

Employer Name \_\_\_\_\_  
Address \_\_\_\_\_ Telephone \_\_\_\_\_  
City/Town \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

THIS NOTICE MUST BE IN TYPE OF NOT LESS THAN TEN POINT BOLD, FAXED 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 (1-800-225-9675).

## PREGNANCY DISCRIMINATION

### NOTICE

Connecticut General Statutes §§ 46a-60(a), (b)(7), (d)(1)  
Pregnancy Discrimination and Accommodation in the Workplace

#### Covered Employers

Each employer with one or more employees must comply with these anti-discrimination and reasonable accommodation laws relating 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 restate 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 sit while working
  - More frequent or longer breaks
  - Periodic rest
  - 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 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)
- Denying job opportunities to employee or job applicant because of request for reasonable accommodation
- Failing to restate 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:** To demonstrate an undue hardship, the employer must show that the accommodation would require a significant difficulty or expense in light of its circumstances.

#### Prohibition of Retaliation

Employers are prohibited from retaliating against an employee because of a request for reasonable accommodation.

#### Notice Requirements

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 new employees upon commencing employment.

#### Complaint Process

**CHRO**  
Any employee aggrieved by a violation of these statutes may file a 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 illegal for anyone to retaliate against you for filing a complaint.

**CHRO** main number: 860-541-3400  
**CHRO** website: <https://portal.ct.gov/CHRO>  
**CHRO** link "How to File a Discrimination Complaint": <https://portal.ct.gov/CHRO/Complaint-Process/Complaint-Process-How-to-File-a-Discrimination-Complaint>

**DOL**  
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).

**DOL** phone number: 860-263-6791  
**DOL** complaint form: <https://www.ctdol.state.ct.us/vgwskstdrtd/forms-vgwskstruct.htm>

## PREGNANCY DISCRIMINATION

### AVISO

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

#### Empleadores cubiertos

Cada empleador con uno o más empleados, tiene que cumplir con estas leyes antidiscriminatorias y proveer acomodaciones razonables, en lo relacionado al embarazo, alumbramiento o condiciones relacionadas, incluso la etapa de lactancia.

#### Prohibición de la discriminación

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

#### La conducta discriminatoria prohibida incluye:

- Terminación del empleo debido al embarazo, parto o condición relacionada
- Negar una licencia razonable por discapacidad debido al embarazo (v.g.: el médico receto reposo en cama durante el periodo de recuperación de seis (6) a ocho (8) semanas después del nacimiento)
- Negar beneficios por discapacidad o por licencia, los cuales han sido acumulados conforme a los planes de salud que el empleador mantiene
- Falta de reintegrar a la empleada al trabajo original o puesto equivalente, después de la licencia
- Limitar, segregar o clasificar a la empleada de manera que la prive de oportunidades de empleo
- Discriminar en su contra en cuanto a los términos o condiciones de empleo.

**\*Nota:** No hay ningún requisito, conforme a la ley, de que el empleador tenga que estar empleado por cierto periodo de tiempo antes de que se le otorgue una licencia con protección de empleo.

#### Acomodación razonable

El empleador tiene que proveer acomodación razonable a la empleada solicitante de empleo, debido a su condición de embarazo, alumbramiento o necesidad para amamantar o extraerse la leche en el lugar de trabajo.

- 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
  - Reestructuración de los deberes
  - Asignaciones de trabajo flexibles
  - Horarios de trabajo modificados
  - Traslado provisional o trabajo que sea menos extenuante o peligroso
  - 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

**Denegación de acomodación razonable**  
Ningún empleador puede discriminar en contra de alguna empleada o solicitante de empleo, al negarle alguna acomodación razonable debido a su condición de embarazo.