

COMMERCIAL 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.

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

CTSafelyConnect.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."

CTSafelyConnect

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



MINIMUM WAGE

DOL-78 (Rev. 12/23) 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

Minimum Fair Wage Rates for Persons Employed in Mercantile Trade.

Sec. 31-62-01. DEFINITIONS As used in sections 31-62-01 to 31-62-011, inclusive:

- (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 provided premises whether or not work is then performed by the employer, or during which an employee is permitted to work though required to do so.

Sec. 31-62-02. THE FOLLOWING MINIMUM WAGE IS ORDERED: Effective 1-1-2024 through 12-31-2024, the minimum wage is not less than \$15.69 per hour. On 1-1-25, 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 September thirtieth of the preceding year, rounded to the nearest whole cent.

*This subsection is amended by P.A. 19-4, An Act Increasing the Minimum Fair Wage, CGS Sec. 31-580(i)(5). 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 a actual work shall be compensated for a minimum of four hours earnings 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. 31-62-03. 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. 31-62-04. REGULAR HOURLY RATE. Each employee 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 WETHERSFIELD, CONNECTICUT PROMULGATED JANUARY 4, 2001

over time shall be determined by dividing the employee's total earnings by the number of hours in the usual work week supported by time records made in accordance with the provisions of section 31-62-08.

Sec. 31-62-05. COMPUTATION OF TIME. All time shall be reckoned to the nearest unit of fifteen minutes.

Sec. 31-62-06. BEGINNERS. *

*This section is amended by P.A. 19-4, An Act Increasing the Minimum Fair Wage, CGS Sec. 31-580(i)(5). 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. 31-62-07. 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. 31-62-08. 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) total wages paid him each pay day period; (6) his daily and weekly working hours 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. 31-62-09. COOPERATIVE STUDENTS. Repealed.

Sec. 31-62-10. 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 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. 31-62-011. 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.

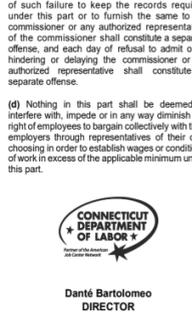
Danié Bartolomeo DIRECTOR

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 his 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 ten dollars or more, shall be fined not less than ten 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 two thousand dollars; (2) fined not less than two thousand nor more than four 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 one thousand dollars but not more than two thousand dollars; (3) fined not more than one thousand nor more than two 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 but not more than one thousand dollars; or (4) fined not less than four hundred nor more 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 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 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 the commissioner or his authorized representative in the performance of his duties in the enforcement of this part shall be fined not more than three months or both for each offense if the total amount of all unpaid wages owed to an employee is five hundred dollars or less.

(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.



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



Office of the Healthcare Advocate STATE OF CONNECTICUT

FAIR EMPLOYMENT

Discrimination is Illegal

Connecticut law prohibits discrimination in EMPLOYMENT

On the basis of

- age
anxiety
color
genetic information
learning disability
marital status
past or present history of mental disability
intellectual 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)
Veteran status

In

- recruiting
hiring
referring
classifying
promoting
advertising
discharging
training
laying off
compensating
terms and conditions

By

employers
employment agencies
labor organization

Connecticut law prohibits discrimination in HOUSING & PUBLIC ACCOMMODATIONS

On the basis of

- age
anxiety
breastfeeding in a place of public accommodation
color
familial status (in housing)
lawful source of income
learning disability
marital status
intellectual 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
Veteran status

In

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

Connecticut law prohibits discrimination in CREDIT TRANSACTIONS

On the basis of

- age
anxiety
blindness
color
learning disability
marital status
intellectual disability
national origin
physical disability
race
religious creed
sex, transgender status, gender identity or expression, sexual orientation or civil union status
Veteran status

In

- loans
mortgages
any credit transactions

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
Telephone: TTD 203-739-6246 FAX 203-739-6950
Southwest Region 203-739-6246 203-739-6246 203-739-6950
West Capital Region 55 West Main Street, Suite 210, Waterbury, CT 06702 203-805-6579 203-805-6579 203-805-6559
Capital Region 400 Columbus Blvd Suite 2, Hartford, CT 06103 860-566-7710 860-566-7710 860-566-1997
Eastern Region 100 Broadway, Newark, CT 06640 860-886-5703 860-886-5707 860-886-2550
Administrative Office 439 Columbus Blvd Suite 2, Hartford, CT 06103 860-541-3400 860-541-3459 860-246-5419
website: www.state.ct.us/chro

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



CHILD LABOR

Connecticut Law Regarding

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 no school the next day, permitted hours are extended to 11 p.m. or midnight if employed in a supermarket of more than 3,500 sq. ft. in size).
- No more than 6 hours per day/32 hours per week/6 days per week.
- No more than 8 hours per day on non-school days or days not preceding a school day (normally Friday, Saturday or Sunday).

During non-school weeks (16-17 years of age):
- 8 hours per day/48 hours per week - no more than 6 days per week.

Minors who have withdrawn from school are subject to the non-school week restrictions.

15-Year-Old Minors can be employed as baggers, cashiers or stock clerks in most mercantile/retail establishments and may work during non-school weeks only - for no longer than 8 hours per day, 40 hours per week, between 7 a.m. and 7 p.m., except from July 1 through Labor Day, when evening hours may be extended until 9 p.m. Retail food stores may employ 15-year-old minors on Saturdays until 7 p.m. for no longer than 8 hours during the school year.

Minimum Wage

\$14.00 per hour effective July 1, 2022

\$15.00 per hour effective June 1, 2023

Annually indexed to cost of living effective Jan. 2, 2024

Minors may be paid 85% 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 200 Folly Brook Boulevard - Wethersfield, CT 06109 (860) 263-6791 - www.ct.gov/dol

This notice shall be posted in a conspicuous place in rooms where minors are employed. See applicable laws.

WPM-1 (Rev. 5/23)

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 work-study program as 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 prearranged vocational program 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 but not 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 nonschool day or eight hours in any other 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 participates 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 persons 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 I 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 on any night other than a night preceding a regularly scheduled school day. No such person may be discharged or discriminated 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, 31-23 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, 31-23 or 31-24 shall be liable to the Labor Department for a civil penalty of six hundred dollars for each violation of said sections.

WPM-1 (Rev. 5/23)

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.

Table with 2 columns: Examples of Sexual Harassment and Remedies For Sexual Harassment. Examples include: Unwelcome sexual advances, Suggestive or lewd remarks, Unwanted hugs, touches, or kisses, Requests for sexual favors, Retaliation for complaining about sexual harassment, Derogatory or pornographic posters, cartoons or drawings. Remedies include: Cease and desist orders, Back pay, Compensatory damages, Hiring, promotion or reinstatement, Emotional 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

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

Table with 2 columns: Covered Employees and Denial of Reasonable Accommodation. Covered Employees: Each employee who is one or more 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. Denial of Reasonable Accommodation: No employer may discriminate against an 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 pregnancy; Failing to restructure 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.

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, who fails to report the injury to the Commissioner of Labor, or 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 (www.ctstate.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-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 (1-800-225-9676).

PREGNANCY DISCRIMINATION

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

Table with 2 columns: Empleadores cubiertos and La conducta discriminatoria prohibida incluye. 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. 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 recetó reposo en cama durante el período 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 de manera o puesto equivalente, después de la licencia; Limitar, segregarse o clasificar a la empleada de manera que la prive de oportunidades de empleo; Discriminar en su cuenta en cuanto a los términos o condiciones de empleo. La conducta discriminatoria prohibida incluye: No proveer las acomodaciones razonables y/o que no sea una carga de personal; Negar oportunidad de empleo a la 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 requiere la acomodación para desempeñar sus deberes esenciales en el trabajo; Exigir que la empleada tome una licencia de asistencia médica que se hubiese podido haber hecho alguna acomodación razonable. Nota: Para demostrar que hay una carga de penalía, el empleador debe demostrar que la acomodación presenta una dificultad o requiere gasto significativo, a la luz de sus circunstancias. Prohibición de represalias: Está prohibido que los empleadores tomen represalias en contra de alguna 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 diez (10) días posteriores a la fecha de que la empleada informe al empleador de su condición de embarazo o condiciones relacionadas; y a la empleada nuevo, al inicio de su empleo. Proceso de quejas: CHRO no penaliza en inglés. Cualquier empleado agraviado por alguna infracción a estos estatutos, puede presentar alguna queja ante la Connecticut Commission on Human Rights and Opportunities (CHRO) Comisión de Derechos 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 presentar la queja. No es legal que alguien tome represalias en contra suya, porque usted presentó alguna queja. CHRO número principal: 860-541-3400 CHRO sitio web: https://portal.ct.gov/CHRO CHRO vinculo "How to File a Discrimination Complaint": https://portal.ct.gov/CHRO/Commission/Process/Complaint/Process/How-to-File-a-Discrimination-Complaint DOL (en sus siglas en inglés