

# ABUSIVE RELATIONSHIPS

## DOMESTIC VIOLENCE

### CCADV 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  
CTSafConnect.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 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

**POST AND KEEP POSTED WHERE EMPLOYEES MAY READ**  
Mandatory Order No. 8  
Inquiries or Complaints of Violation of this Order Should be Sent to Wage and Workplace Standards Division, Department of Labor, 200 Folly Brook Blvd., Wethersfield, CT 06109-1114.

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

SEC. 31-62-E1. WAGE ORDER. (a) RATE: THE FOLLOWING MINIMUM WAGES ARE ORDERED: \$15.60 per hour effective 1-1-24; except those persons employed under this wage order as service employees (waitpersons) shall be paid \$0.36 per hour plus gratuities on 11-24 and banders at \$8.23 per hour plus gratuities on 1-1-24.

### 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

### FAIR EMPLOYMENT

# Discrimination is Illegal

Connecticut law prohibits discrimination in EMPLOYMENT, HOUSING & PUBLIC ACCOMMODATIONS, and CREDIT TRANSACTIONS.

On the basis of age, ancestry, 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), Veterans status, sex, transgender status, gender identity or expression, sexual orientation or civil union status, use of a guide dog/training a guide dog, Veterans status.

If you believe you have experienced illegal discrimination, the CT Commission on Human Rights will investigate without cost. It is illegal for anyone to retaliate against you for filing a complaint.

Connecticut Commission on Human Rights & Opportunities. Telephone: 203-779-6246 TDD: 203-779-6246 FAX: 203-779-6950

### CHILD LABOR

## 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 11 p.m. (midnight if no school the next day) no more than 6 hours per day/32 hours per week.

**No more than 8 hours per day on non-school days or days not preceding a school day (generally 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** may work no more than 9 hours per day within the times listed for non-school weeks.

**No person under age 16 may be employed in a restaurant or public dining room.**

**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. 1, 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

### RESTAURANT-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 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 occupational parole by the Commissioner of Children and Families.

(d) Each person who occupies 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. 31-18. Hours of labor of minors, elderly and handicapped persons in certain other establishments. (a) No public restaurant, cafe, dining room, barber shop, hairdressing or manicuring establishment, amusement or recreational establishment, bowling alley, shoe-shining establishment, billiard or pool room or photograph gallery shall employ or permit to work any person under eighteen years of age (1) between the hours of ten o'clock in the evening and six o'clock in the morning, provided any person between sixteen and eighteen years of age may be employed in any amusement or recreational establishment, restaurant, cafe or dining room, or employed in any theater until twelve o'clock midnight unless such person is regularly attending school in which case such person may be employed until eleven o'clock in the evening on days which precede a regularly scheduled school day and until twelve o'clock midnight during any regular school vacation season and on days which do not precede a regularly scheduled school day, and (2) more than (A) 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 (B) 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 subsection.

(b) The hours of labor of such persons shall be conspicuously posted in such establishment in such form and manner as the Labor Commissioner determines.

(c) The provisions of this section shall not apply to any person under eighteen years of age who has graduated from a secondary educational institution.

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, chapter 557 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, except that (1) any person who violates (A) a stop work order issued pursuant to subsection (c) of section 31-76a shall be liable to the Labor Department for a civil penalty of one thousand dollars and each day of such violation shall constitute a separate offense, and (B) 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, and (2) a violation of subsection (g) of section 31-288 shall constitute a separate offense for each day of such violation.

(b) Any employer, officer, agent or other person who violates any provision of chapter 563a may be liable to the Labor Department for a civil penalty of not greater than five hundred dollars for the first violation of chapter 563a related to any such employment or former employment and for each subsequent violation of chapter 563a related to such employment or former employment; any employer, officer or former employee, may be liable to the Labor Department for a civil penalty of not greater than one thousand dollars. In setting a civil penalty for any violation in a particular case, the Labor Commissioner shall consider all factors which the commissioner deems relevant, including, but not limited to, (1) the level of assessment necessary to insure immediate and continued compliance with the provisions of chapter 563a; (2) the character and degree of impact of the violation; and (3) any prior violations of such employer of chapter 563a.

### SEXUAL HARASSMENT

## SEXUAL HARASSMENT IS ILLEGAL

and is prohibited by The Connecticut Discrimination Employment Practices Act, and Title VII of the Civil Rights Act of 1964

Sexual harassment means: "Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

Individuals who engage in acts of sexual harassment may be subject to civil and criminal penalties.

### NOTICE

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

**Covered Employers**  
Each employer who 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.

**Prohibition of Discrimination**  
No employer may discriminate against an employee or job applicant because of her pregnancy, childbirth or other related conditions (i.e., breastfeeding or expressing milk at work).

**Prohibited discriminatory conduct includes:**

- Terminating employment because of pregnancy, childbirth or related condition.
- Denying reasonable leave of absence for disability due to pregnancy (e.g., doctor prescribed bed rest during 6-8 week recovery period after birth)
- Denying disability or leave benefits accrued under plans maintained by the employer
- Failing to reinstate employee to original job or equivalent position after leave
- Limiting, segregating or classifying the employee in a way that would deprive her of employment opportunities
- Discriminating against her in the terms or conditions of employment

**Reasonable Accommodation**  
An employer must provide a reasonable accommodation to an employee or job applicant due to her pregnancy, childbirth or needing 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

**Under Connecticut General Statutes section 31-23 no minor under 16 years of age shall be employed or permitted to work in any restaurant.**

### WORKERS' COMPENSATION

# NOTICE TO EMPLOYEES

State of Connecticut Workers' Compensation Commission

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

Section 31-294b of the Workers' Compensation Act states "Any employee who has sustained an injury in the course of his employment shall immediately report the injury to his employer, or some person representing his employer. If the employee fails to report the injury immediately, the administrative law judge may reduce the award of compensation proportionately to the extent 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.ct.state.ct.us) – a location where employees must file claims for workers' compensation.

If your employer has listed a location below, you MUST file a 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 \_\_\_\_\_ Telephone \_\_\_\_\_  
Address \_\_\_\_\_ City/Town \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

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

Date Posted: \_\_\_\_\_

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

### PREGNANCY DISCRIMINATION

## NOTICE

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

**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 provide or failing 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 reasonable accommodation could have been made instead

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

**Notice Requirements**  
Employees 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). Complainers 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/wkstndforms-wvstndctn.htm>

### PREGNANCY DISCRIMINATION

## AVISO

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

La conducta discriminatoria prohibida incluye:

- No permitir las acomodaciones razonables (y que no sea una carga de proveerlas)
- Negar oportunidad de empleo a la empleada o solicitante de trabajo, debido a la solicitud de acomodacion razonable
- Forzar a la empleada o a la solicitante de empleo a que acepte una acomodacion razonable cuando no tiene ninguna limitacion relacionada con el embarazo o no se requiere la acomodacion para desempeñar sus deberes esenciales en el trabajo
- Exigir que la empleada tome una licencia de ausencia mientras que se hubiese podido haber hecho alguna acomodacion razonable

**Prohibición de represalias**  
Está prohibido que los empleadores tomen represalias en contra de alguna empleada, por solicitar acomodacion razonable.

**Requisitos para avisar**  
Los empleadores tienen que publicar o poner en 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 los empleados nuevos, al inicio de su empleo.

**Proceso de quejas**  
CHRO (por sus siglas 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 vínculo "How to File a Discrimination Complaint": <https://portal.ct.gov/CHRO/Complaint-Process/Complaint-Process-How-to-File-a-Discrimination-Complaint>

DOL (por sus siglas en inglés). Además, las mujeres a quienes se les niega el derecho de amamantar o extraerse la leche materna en el trabajo, o que son discriminadas, o que son objeto de represalias por hacerlo, también pueden presentar queja ante el Departamento de Trabajo del Estado de Connecticut (DOL) (por sus siglas en inglés).

Número de teléfono de DOL: 860-263-6791  
Formulario de queja: <https://www.ctdol.state.ct.us/wkstndforms-wvstndctn.htm>  
En español: [http://www.ctdol.state.ct.us/wkstndforms/DOL\\_805%20fileable\\_Spa.doc](http://www.ctdol.state.ct.us/wkstndforms/DOL_805%20fileable_Spa.doc)

Las adaptaciones razonables incluyen, pero no se limitan a:

- Descansos más frecuentes o largos
- Descansos periódicamente
- Asistencia con el trabajo manual
- Restructuración de los deberes
- Asignaciones de trabajo flexibles
- Horarios de trabajo modificados
- Traslado provisional o trabajo que sea menos estenuante 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.