

INTERACTIVE DISCRIMINATION IS ILLEGAL

FAIR EMPLOYMENT

DISCRIMINATION IS ILLEGAL

CONNECTICUT LAW prohibits discrimination in: **EMPLOYMENT, HOUSING, PUBLIC ACCOMMODATIONS, AND CREDIT TRANSACTIONS**

On the basis of:	gender identity or expression	sexual orientation
age	genetic information	status as a veteran
alienage	(employment only)	status as a victim of domestic violence
ancestry	lawful source of income	status as a victim of sexual assault
color	(housing and public accommodations only)	status as a victim of trafficking in persons
disability	marital status	criminal conviction
(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)	national origin	(state employment and licensing only)
family status	race	erased criminal history
(housing only)	religious creed	retaliation for protected activity (including filing with CHRO)
	sex	(including pregnancy, childbirth and related conditions, accommodations for pregnancy, breastfeeding, and sexual harassment)

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.

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.

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

CTSafeConnect

SafeConnect advocates can help you think through options and get you connected with one of CACADV'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

DOL-79 (Rev. 1/05)

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

Web Site: www.ct.gov/dol

SEC. 31-62-E1. WAGE ORDER:

(a) **RATE: THE FOLLOWING MINIMUM WAGES ARE ORDERED:**

\$16.94 per hour on 1-1-26 except those persons employed under this wage order as service employees. Waitpersons shall be paid \$6.38 per hour plus gratuities on 1-1-26 and bartenders shall be paid \$8.23 per hour plus gratuities on 1-1-26.

(b) **MINIMUM DAILY EARNINGS GUARANTEED:** Any employee regularly reporting to work unless given adequate notice the day before to the contrary, or any employee called for work in any day, shall be assured a minimum of two hours earnings at least not less than the minimum rate if the employee is able and willing to work for that length of time. If the employee is sterner unwilling or unable to work the number of hours necessary to insure the two-hour guarantee, a statement signed by the employee in support of the situation must be file as a part of the employer's records.

(c) **WORK ON SEVENTH CONSECUTIVE DAY:** Not less than one and one-half times the minimum rate for time worked on the seventh consecutive day.

(d) **OVERTIME:** Not less than one and one-half times the regular rate for all hours worked in excess of 40 in any work week.

SEC. 31-62-E2. DEFINITIONS:

(a) As used in sections 31-62-E1 to 31-62-E15, inclusive, of the Regulations of Connecticut State Agencies, the word "RESTAURANT OCCUPATION" includes all persons engaged in the preparation and serving of food for human consumption, whether the preparation, preparation, and service of food is incidental or supplemental thereto irrespective of whether the preparation and service of food is the primary business of the establishment or enterprise, with the exception that this definition shall not include the preparation and serving of food in a non-profit educational, charitable or religious organization where the food service is not a substantial part of the business of the organization and is not for profit, or in a hospital, nursing home, or in a residential care of the elderly where the food service is not regularly available to the general public and is incidental to the care of the patient.

(b) This occupation includes but is not limited to: employees of restaurants, cafeterias, that portion of hotel business involving the preparation and serving of food, commissaries, dairy bars, grills, coffee shops, lunchettes, sandwich shops, luncheonettes, cabarets, automats, caterers, frankfurter stands, operators of food vending machines, and that portion of the business involving the serving of food in department and variety stores, drugstores, candy stores, bakeries, pizzerias, delicatessens, places of amusement and recreation, commercial and industrial establishments and social, recreational, fraternal and professional clubs which either regularly or intermittently serve food, as well as other establishments of businesses meeting the condition stated in this subsection.

(c) "RESTAURANT EMPLOYEE" means any person who is employed or permitted to work in any restaurant, establishment or enterprise.

(d) "SERVICE EMPLOYEE" means any employee whose duties relate solely to the serving of food or beverage to persons seated at tables or booths, and who are not engaged in the preparation, preparation, and service of food, and who customarily receives gratuities.

(e) "DUTIES INCIDENTAL TO SUCH SERVICE" means performance of the following tasks:

- (1) Taking orders from patrons for food or beverages.
- (2) Checking with customers to ensure that they are enjoying their meals and taking action to correct any mistakes.
- (3) Checking patrons' identification to ensure that they meet minimum age requirements for consumption of alcoholic beverages.
- (4) Collecting payments from customers.
- (5) Wiping patrons' food orders on order slips, memorizing orders, or entering orders into computers for transmittal to kitchen staff.
- (6) Preparing checks that itemize and total meal costs and sales taxes for customers.
- (7) Presenting menus to patrons and answering questions about menu items, making recommendations upon request.
- (8) Removing dishes and glasses from tables or counters and taking them to the kitchen for cleaning.
- (9) Serving food or beverages to patrons, and preparing or serving specialty dishes at tables as required.
- (10) Cleaning tables or counters after patrons have finished dining.
- (11) Preparing tables for meals, including setting up items such as linens, silverware, and glassware.
- (12) Explaining how various menu items are prepared, describing ingredients and cooking methods.
- (13) Escorting customers to their tables.
- (14) Cleaning tables and floors in service employee's immediate service area before, during, or after serving patrons.

SEC. 31-62-E3. GRATUITIES AS PART OF THE MINIMUM FAIR WAGE:

(a) The employee shall be engaged in an employment in which gratuities have customarily and usually constituted a substantial part of the employee's remuneration for hiring purposes, and

(b) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(d) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(e) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(f) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(g) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(h) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(i) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(j) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(k) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(l) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(m) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

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(o) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(p) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(q) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

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(s) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(t) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(u) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(v) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

(w) The amount received in gratuities claimed as credit for part of the minimum fair wage shall be recorded on the employee's time record in a wage record even though payment is made more frequently, and (c) each employer claiming credit for gratuities as part of the minimum fair wage paid to any service employee shall obtain substantiation evidence as described in section 30-60-2, such as a daily, weekly, or bi-weekly attestation by the employee or a separate item for each payment of gratuities as credit for part of the minimum fair wage paid for that day.

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SEC. 31-62-E4. DEDUCTIONS AND ALLOWANCES FOR THE REASONABLE VALUE OF BOARD AND LODGING HAS BEEN REPEALED.

SEC. 31-62-E7. DEDUCTIONS HAS BEEN REPEALED.

SEC. 31-62-E8. DEPOSIT:

No deposit shall be required by an employer from any employees for a uniform or for any other purpose except by permission of the labor department.

SEC. 31-62-E9. SERVICE AND NON-SERVICE EMPLOYEES WITHIN THE RESTAURANT INDUSTRY:

(a) On any day that a service employee performs non-service duties:

- (1) For two hours or more,
- (2) For more than 20 percent of the service employee's shift, whichever is less, the employer shall not claim credit for gratuities as part of the minimum fair wage for that day.

(b) If a service employee performs non-service duties during the course of a day's work in excess of the lesser of subsection (1) or (2) of subsection (a) of this section, the employer shall segregate and record time spent on non-service duties to claim a credit for gratuities as part of the minimum fair wage for that day.

(c) Effective September 24, 2020.

SEC. 31-62-E4. DIVERSIFIED EMPLOYMENT WITHIN THE RESTAURANT INDUSTRY HAS BEEN REPEALED.

SEC. 31-62-E5. EMPLOYMENT UNDER OTHER WAGE ORDERS:

(a) Mercantile: If an employee is engaged party in the restaurant occupation, but is also engaged party in the provisions of the mercantile wage order, the higher provisions of each wage order shall apply to the entire work period, except that, when time spent in each occupation is segregated and separately recorded, the allowance for gratuities as permitted as part of the minimum fair wage may be applied to the hours worked by an employee in the restaurant service category.

(b) Other: If an employee is engaged party in an occupation under the restaurant wage order but is also engaged party in an occupation covered by another wage order other than the mercantile wage order, the higher provisions of each wage order shall apply to the entire work period, except that, when time spent in each occupation is segregated and separately recorded, the allowance for gratuities as permitted as part of the minimum fair wage may be applied to the hours worked by an employee in the restaurant service category.

SEC. 31-62-E6. DEDUCTIONS AND ALLOWANCES FOR THE REASONABLE VALUE OF BOARD AND LODGING HAS BEEN REPEALED.

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(b) Other: If an employee is engaged party in an occupation under the restaurant wage order but is also engaged party in an occupation covered by another wage order other than the mercantile wage order, the higher provisions of each wage order shall apply to the entire work period, except that, when time spent in each occupation is segregated and separately recorded, the allowance for gratuities as permitted as part of the minimum fair wage may be applied to the hours worked by an employee in the restaurant service category.

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- (1) For two hours or more,
- (2) For more than 20 percent of the service employee's shift, whichever is less, the employer shall not claim credit for gratuities as part of the minimum fair wage for that day.

(b) If a service employee performs non-service duties during the course of a day's work in excess of the lesser of subsection (1) or (2) of subsection (a) of this section, the employer shall segregate and record time spent on non-service duties to claim a credit for gratuities as part of the minimum fair wage for that day.

(c) Effective September 24, 2020.

SEC. 31-62-E4. DIVERSIFIED EMPLOYMENT WITHIN THE RESTAURANT INDUSTRY HAS BEEN REPEALED.

SEC. 31-62-E5. EMPLOYMENT UNDER OTHER WAGE ORDERS:

(a) Mercantile: If an employee is engaged party in the restaurant occupation, but is also engaged party in the provisions of the mercantile wage order, the higher provisions of each wage order shall apply to the entire work period, except that, when time spent in each occupation is segregated and separately recorded, the allowance for gratuities as permitted as part of the minimum fair wage may be applied to the hours worked by an employee in the restaurant service category.

(b) Other: If an employee is engaged party in an occupation under the restaurant wage order but is also engaged party in an occupation covered by another wage order other than the mercantile wage order, the higher provisions of each wage order shall apply to the entire work period, except that, when time spent in each occupation is segregated and separately recorded, the allowance for gratuities as permitted as part of the minimum fair wage may be applied to the hours worked by an employee in the restaurant service category.

SEC. 31-62-E6. DEDUCTIONS AND ALLOWANCES FOR THE REASONABLE VALUE OF BOARD AND LODGING HAS BEEN REPEALED.

SEC. 31-62-E7. DEDUCTIONS HAS BEEN REPEALED.

SEC. 31-62-E8. DEPOSIT:

No deposit shall be required by an employer from any employees for a uniform or for any other purpose except by permission of the labor department.

SEC. 31-62-E9. SERVICE AND NON-SERVICE EMPLOYEES WITHIN THE RESTAURANT INDUSTRY:

(a) On any day that a service employee performs non-service duties:

- (1) For two hours or more,
- (2) For more than 20 percent of the service employee's shift, whichever is less, the employer shall not claim credit for gratuities as part of the minimum fair wage for that day.

(b) If a service employee performs non-service duties during the course of a day's work in excess of the lesser of subsection (1) or (2) of subsection (a) of this section, the employer shall segregate and record time spent on non-service duties to claim a credit for gratuities as part of the minimum fair wage for that day.

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