

### FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

**FEDERAL MINIMUM WAGE**  
**\$7.25 PER HOUR**  
**BEGINNING JULY 24, 2009**

The law requires employers to display this poster where employees can readily see it.

**OVERTIME PAY**  
Regular rate of pay for 1.5 hours worked over 40 in a workweek.

**CHILD LABOR**  
An employer must be at least 16 years old to work in most non-farm jobs and at least 18 years old to work in hazardous jobs. There are exceptions for 14 and 15-year olds who work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

**TIP CREDIT**  
Employers who must retain certain minimum wage amounts for tipped employees. Employers may tip credit against the minimum wage if the employee receives at least \$2.12 per hour from a customer. If the employee receives less than \$2.12 per hour, the employer must make up the difference.

**PUMP-OUT WORK**  
The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child. If an employer has a lactation room, the employer must use that room. If not, the employer must use a private room, other than a bathroom, that meets certain requirements. The room must be clean, private, and lockable, and must be used by the employee to express breast milk.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

**WHD WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR

1-866-487-2343  
www.dol.gov/agencies/whd

REV. 04/2023

### FED YOUR RIGHTS UNDER USERRA

**THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT**

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

**REEMPLOYMENT RIGHTS**  
You have the right to be reemployed in your civilian job if you know that job to be available when you return to military service. You also have the right to be reemployed in your civilian job if you know that job to be available when you return to military service.

**HEALTH INSURANCE PROTECTION**  
If you leave your job to perform military service, you have the right to continue your health insurance under the terms of your civilian job. If you do not elect to continue coverage during your military service, you may be able to re-enroll in your employer's health plan when you return to your civilian job.

**ENFORCEMENT**  
The U.S. Department of Labor, Veterans Employment and Training Service (VETS), is responsible for investigating and resolving complaints of USERRA violations.

U.S. Department of Labor - Veterans Employment and Training Service  
1-866-656-8000

REV. 05/2023

### FED YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor Wage and Hour Division (WHD) enforces the FMLA for most employers.

**Who is FMLA covered?**  
The FMLA covers employees who have worked for the employer for at least 12 months and who have worked at least 1,250 hours of service for the employer during the 12-month period before the leave.

**What are the FMLA leave types?**  
The FMLA provides for up to 12 weeks of unpaid, job-protected leave per year for the following reasons:  
- Care for a family member with a serious health condition.  
- Care for the employee's own serious health condition.  
- Care for a newborn child.  
- Care for a child with a serious health condition.  
- Care for a child with a serious health condition.

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REV. 04/2023

### CT DOMESTIC VIOLENCE RESOURCES IN CONNECTICUT

Domestic violence is a pattern of coercive, controlling behavior that can include emotional, psychological, physical, sexual, verbal, and financial abuse. It is the result of an abuser's desire 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.

**Domestic Violence Resources:**  
- Connecticut Coalition Against Domestic Violence (CCADV)  
- Safe Connections  
- CT SafeConnect  
- CHRO

CT SafeConnect: 1-888-774-2497  
CALL - TEXT - EMAIL - 24/7

CHRO: 1-800-477-5737, or online at www.ct.gov/CHRO

REV. 11/2025

### CT CONNNECTICUT DEPARTMENT OF LABOR WAGE AND WORKPLACE STANDARDS DIVISION

These Administrative Regulations must be posted and maintained wherever workers covered by this Act are employed.

**Section 31-60-1. Records.**  
Every employer who is required to keep records under this section shall keep the following records:  
(1) His name;  
(2) His home address;  
(3) The occupation in which he is employed;  
(4) The total daily total weekly hours worked, showing the beginning and ending time of each work period, computed to the nearest unit of 15 minutes;  
(5) His total hourly, daily or weekly basic wage;  
(6) His overtime wage as separate item from his basic wage;  
(7) Addition or deduction from his wages each pay period;  
(8) His total wages paid each pay period;  
(9) Such other records as are stipulated in accordance with sections 31-60-1 through 31-60-14b.

Department of Labor  
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REV. 06/27/2023

### FED U.S. Equal Employment Opportunity Commission Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, EEOC may be able to help.

**Who is Protected?**  
- Employees covered (and former), including managers  
- Job applicants  
- Union members and applicants for membership in a union  
- Contractors and subcontractors  
- Outplacement agencies  
- Staffing agencies  
- Temporary employment agencies  
- Temporary help agencies  
- Temporary employment agencies  
- Temporary employment agencies

**What Types of Employment Discrimination are Prohibited?**  
- Race, color, national origin, sex, religion, age, disability, genetic information, pregnancy, marital status, and family status  
- Retaliation  
- Harassment  
- Unlawful discrimination based on race, color, religion, sex, national origin, ancestry, or marital status, or on the basis of sex, pregnancy, childbirth, or related medical conditions  
- Unlawful discrimination based on age  
- Unlawful discrimination based on disability  
- Unlawful discrimination based on genetic information  
- Unlawful discrimination based on pregnancy

U.S. Equal Employment Opportunity Commission  
1-800-649-5724  
www.eeoc.gov

### CT PUBLIC ACT 19-4 AN ACT TO INCREASE THE MINIMUM FAMILIAL WAGE

Public Act 19-4, an act to increase the minimum familial wage, shall take effect on July 1, 2020, and shall be applied retroactively to January 1, 2019.

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REV. 06/27/2023

### FED EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act (EPPA) prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

**Who is Covered?**  
- Employers with more than 15 employees  
- Employers who are not exempt from EPPA  
- Employers who are not exempt from EPPA

**What is Prohibited?**  
- Pre-employment screening  
- During the course of employment  
- Post-employment screening

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REV. 02/2022

### CT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES Promoting Equity 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: "Unwelcome sexual advances or requests for sexual favors or any contact 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 will be 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 work environment."

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

Commission on Human Rights and Opportunities  
1-800-477-5737, or online at www.ct.gov/CHRO

### CT DEPARTMENT OF LABOR NOTICE

Department of Labor  
Connecticut General Statutes § 54-60(a), (b)(7), (d)(1)  
Pregnancy Discrimination and Accommodation in the Workplace

**Notice to Employees**  
The State of Connecticut Workers' Compensation Commission office for your workplace is located at:

Address: \_\_\_\_\_ Telephone: \_\_\_\_\_  
City/Town: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Public Act 17-141 allows an employer the option to designate a workplace as a "designated workplace" for purposes of the requirements of the Workers' Compensation Commission's website (www.ctstate.gov) - a location where employees may file a claim for compensation.

Department of Labor  
1-800-477-5737

### OSHA Occupational Safety and Health Administration

**Job Safety and Health THE NEW LAW!**

**All workers have the right to:**  
- A safe workplace.  
- Receive information and training on job hazards, including all hazardous substances in your workplace.  
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.  
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.

**Employers must:**  
- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.  
- Comply with all applicable OSHA standards.  
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of a work-related inpatient hospitalization, amputation, or loss of an eye.  
- Provide required training to all workers in a language and vocabulary they can understand.  
- Prominently display this poster in the workplace.  
- Post OSHA citations at or near the place of the alleged violations.  
- On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

OSHA Occupational Safety and Health Administration  
U.S. Department of Labor

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