

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave?
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.

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you.
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working fewer hours each day or week. Your employer must follow the same rules as you do when you take FMLA leave.

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer has at least 50 employees within 75 miles of your work location.

Am I eligible to take FMLA leave?
You are an eligible employee if all of the following apply:

- You work for a covered employer.
- You work for a private employer that has at least 50 employees during at least 20 workweeks in the current or previous calendar year.
- You work for a public or private nonprofit organization.
- You work for an elementary or public or private secondary school.
- You work for a governmental agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?
Generally, to request FMLA leave you must:

- Follow your employer's normal policies for requesting leave.
- Give notice at least 30 days before your need for FMLA leave, or if advance notice is not possible, give notice as soon as possible.
- About your FMLA rights and responsibilities, and
- How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?
Call 1-866-487-6243 or visit doh.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer. For more information on your rights, visit www.doh.gov/fmla.

What are my FMLA rights?
Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying event.

The FMLA does not affect any federal or state law prohibiting discrimination or disparate any state or local law or collective bargaining agreement that provides for greater family or medical leave.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

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.

Examples of Sexual Harassment	Remedies For Sexual Harassment
<ul style="list-style-type: none"> Unwelcome sexual advances Suggestive or lewd remarks Unwanted hugs, touches, or kisses Requests for sexual favors Retaliation for complaining about sexual harassment Degratory or pornographic posters, cartoons or drawings 	<ul style="list-style-type: none"> 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 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

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

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

PROHIBITIONS
Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discriminating or retaliating against any employee or job applicant for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS
Federal, state and local governments are not affected by the Act. Also, certain state and local governments are exempt from the Act. The Act permits polygraph testing, subject to restrictions, to certain employers of security services firms who are reasonably expected to be involved in the sale, distribution, installation, maintenance, or repair of physical security systems, and to certain employers of pharmaceutical manufacturers, distributors and dispensers.

EXAMINEE RIGHTS
The Act also permits polygraph testing, subject to restrictions, to certain employers of security services firms who are reasonably expected to be involved in the sale, distribution, installation, maintenance, or repair of physical security systems, and to certain employers of pharmaceutical manufacturers, distributors and dispensers.

ENFORCEMENT
The Secretary of Labor may bring civil actions to restrain violations and secure civil penalties against violators. Employees or job applicants may also bring their own civil actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

Know Your Rights: Workplace Discrimination is Illegal

What can You Do if You Believe You've Been Discriminated Against?
If you believe you've been discriminated against, you may file a complaint with the EEOC or file a private lawsuit against your employer. For more information on your rights, visit www.eeoc.gov.

What Types of Employment Discrimination are Covered?
The EEOC enforces federal laws that prohibit employment discrimination on the basis of race, color, sex, religion, national origin, age, disability, and genetic information.

What Types of Employment Discrimination are Not Covered?
The EEOC does not enforce laws that prohibit employment discrimination on the basis of marital status, sexual orientation, or veteran status.

How do I file a complaint with the EEOC?
You can file a complaint with the EEOC online at www.eeoc.gov or by mail to the EEOC office in your area.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE

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

OVERTIME PAY
CHILD LABOR

TIP CREDIT

PUMP AT WORK

ENFORCEMENT

ADDITIONAL INFORMATION

Discrimination is Illegal

Connecticut law prohibits discrimination in employment. The law prohibits discrimination on the basis of race, color, sex, religion, national origin, age, disability, and genetic information.

EMPLOYMENT
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), Veteran status.

HOUSING & PUBLIC ACCOMMODATIONS
On the basis of age, ancestry, 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, criminal record (in state employment and licensing), Veteran status.

CREDIT TRANSACTIONS
On the basis of age, ancestry, 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, criminal record (in state employment and licensing), Veteran status.

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.

Connecticut Commission on Human Rights & Opportunities
350 Fairfield Avenue, Suite 210, Waterbury, CT 06604
West Capital Region: 203-579-6246
Central Region: 860-541-3400
Administrative Office: 860-541-3400

Attention: Connecticut Employers Re: Unemployment Compensation

All liable employers must display a poster furnished by the CT Department of Labor, UI Division to inform workers that their employer is covered by the Connecticut Unemployment Compensation Law (Form Connecticut UC-B). Posters may be obtained from the Employer Status Unit, telephone number 860-263-6550. There may also be additional UI employer reporting requirements which can be determined by speaking with a representative at 860-263-6550.

Job Safety and Health IS THE LAW!

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

Free, Expert Assistance & Representation
Insurance Denials & Appeals, Billing Errors, and Access to Care

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- 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.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

Prominently display this poster in the workplace.

Post OSHA citations at or near the place of the alleged violations.

Comply with all applicable OSHA standards.

Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.

Provide required training to all workers in a language and vocabulary they can understand.

There's help. Call: 1.866.466.4446 Visit: ct.gov/ohsa Email: Healthcare.Advocate@ct.gov

Office of the Healthcare Advocate
STATE OF CONNECTICUT
A division of the State of Connecticut

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U.S. Department of Labor

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STATE AND FEDERAL LABOR LAW

Health Insurance is Complicated. Don't Worry Alone

Free, Expert Assistance & Representation
Insurance Denials & Appeals, Billing Errors, and Access to Care

There's help. Call: 1.866.466.4446 Visit: ct.gov/ohsa Email: Healthcare.Advocate@ct.gov

Office of the Healthcare Advocate
STATE OF CONNECTICUT
A division of the State of Connecticut

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

Covered Employers
This poster applies to all employers with at least 15 employees who are not exempt from the law. Exemptions include: federal, state, and local governments; certain nonprofit organizations; and certain religious organizations.

Prohibited Discrimination
Employers are prohibited from discriminating against an employee or job applicant because of pregnancy, childbirth or related conditions.

Reasonable Accommodation
An employer must provide a reasonable accommodation to an employee or job applicant for pregnancy, childbirth or related conditions, unless the accommodation would impose an undue hardship on the employer's business.

Notice Requirements
Employers must provide notice to all employees of their rights and responsibilities under the law.

Complaint Process
Employees who believe they have been discriminated against may file a complaint with the Connecticut Commission on Human Rights and Opportunities.

Denial of Reasonable Accommodation
If an employer denies a reasonable accommodation to an employee or job applicant, the employer may be liable for damages.

HOW TO FILE A COMPLAINT TO EMPLOYERS

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 any prejudice that the 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 _____ State _____ Zip Code _____

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 _____ State _____ Zip Code _____

City/Town _____ State _____ Zip Code _____

Public Act 17-141 allows an employer the option to designate and post – "in the workplace location where other labor law posters required by the Labor Department are prominently displayed" and on the Workers' Compensation Commission's website (www.state.ct.us) – 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 _____ Telephone _____ State _____ Zip Code _____

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: _____

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

CONNECTICUT DEPARTMENT OF LABOR WAGE AND WORKPLACE STANDARDS DIVISION MINIMUM WAGE

Minimum wage is annually indexed each year, effective Jan. 1. \$15.69 per hour effective 1-1-2024 through 12-31-2024

Section 31-294b. Minimum Wage.
(a) The minimum wage shall be \$15.69 per hour effective January 1, 2024 through December 31, 2024.

Section 31-294c. Exemptions.
(1) The minimum wage shall not apply to any of the following:

- (A) Any person who is employed in the occupation of a janitor, cleaner, or maintenance worker.
- (B) Any person who is employed in the occupation of a security guard.
- (C) Any person who is employed in the occupation of a caretaker of a building.
- (D) Any person who is employed in the occupation of a caretaker of a vehicle.
- (E) Any person who is employed in the occupation of a caretaker of a boat.
- (F) Any person who is employed in the occupation of a caretaker of a horse.
- (G) Any person who is employed in the occupation of a caretaker of a dog.
- (H) Any person who is employed in the occupation of a caretaker of a cat.
- (I) Any person who is employed in the occupation of a caretaker of a bird.
- (J) Any person who is employed in the occupation of a caretaker of a fish.
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