

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 workers 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 employees.

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.
- Your serious mental or physical condition that makes you unable to work.
- To care for your spouse, child or parent with a serious mental or physical health condition.
- 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 less hours each day or week. (See Fact Sheet #28(M) for more information.)

FMLA leave is not paid leave, so you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

What does my employer need to do?
You are eligible for FMLA leave, your employer must:

- Allow you to take job-protected time for a qualifying reason.
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing.

- 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 dot.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. See the QR code to learn about our WHD complaint process.

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 have worked for your employer at least 12 months.
- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location.

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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 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

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 administering or supervising the test. This prohibition applies to both prospective employers for hiring to a job or for searching other rights under the law.

EXEMPTIONS
Federal, state and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government. The law permits polygraph testing, subject to restrictions, of certain employees of security services firms, including those engaged in the production and distribution of pharmaceuticals, distributors and dispensers.

EXAMINEE RIGHTS
The Act also permits polygraph testing, subject to restrictions, of certain employees of security services firms, including those engaged in the production and distribution of pharmaceuticals, 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

The U.S. Equal Employment Opportunity Commission (EEOC) enforces laws that prohibit workplace discrimination. The EEOC may help you:

- Understand your rights and responsibilities.
- File a complaint with the EEOC.
- Understand the EEOC's process.
- Understand the EEOC's role in resolving disputes.

What can You Do if You Believe You've Been Discriminated Against?
If you believe you've been discriminated against, you should first try to resolve the problem with your employer. If that doesn't work, you can file a complaint with the EEOC. The EEOC will investigate and may help you resolve the problem.

Prohibited Bases
Race, color, sex, religion, national origin, age, disability, genetic information, and other characteristics.

Retaliation
It is illegal for an employer to retaliate against an employee for filing a complaint or participating in an investigation.

Individuals with Disabilities
The ADA prohibits discrimination against individuals with disabilities in the workplace.

DISCRIMINATION IS ILLEGAL.
State of Connecticut COMMISSION ON HUMAN RIGHTS & OPPORTUNITIES

EMPLOYMENT, HOUSING, PUBLIC ACCOMMODATIONS, AND CREDIT TRANSACTIONS

On the basis of:

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

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.

Attention: Connecticut Employers Re: Unemployment Compensation

DISPLAY OF POSTERS
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-8). 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 IT'S THE LAW!
U.S. Department of Labor Occupational Safety and Health Administration

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.

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 work or 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 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.
- Prominently display this poster in the workplace.

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

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Contact OSHA. We can help.

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

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.

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OVERTIME PAY
An employer must pay at least 1.5 times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR
An employer must not employ a child under the age of 18 in any non-farm occupation. There are exceptions for certain non-farm occupations. An employer must not employ a child under the age of 18 in any non-farm occupation.

TIP CREDIT
An employer may not deduct more than the employer's fair share of the cost of providing tips to an employee from the employee's wages.

PUMP AT WORK
The Department has authority to enforce laws that require employers to provide reasonable break time for a nursing employee to express breast milk.

ENFORCEMENT
The Department has authority to enforce laws that require employers to pay an equal amount in liquidated damages to an employee who is not paid the minimum wage.

ADDITIONAL INFORMATION
Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay requirements.

STATE AND FEDERAL LABOR LAW

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.

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 1.866.464.4446 Visit: ct.gov/ohsa Email: Healthcare.Advocate@ct.gov

Office of the Healthcare Advocate STATE OF CONNECTICUT

NOTICE TO EMPLOYERS
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 any prejudice that the failure to report the injury has caused."

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 _____ Telephone _____ State _____ Zip Code _____

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 _____

Address _____ State _____ Zip Code _____

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).

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. \$16.35 per hour effective 1-1-2025 through 12-31-2025

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(P.A. 17-94)

For a list of other employer notices, that be deemed to meet all of the requirements of a disclosure statement relating to the minimum wage, visit www.ct.gov/dol.

"Salary Basis" means a predetermined amount for each pay period of a weekly or bi-weekly basis, regardless of the number of hours worked, which amount is not subject to reduction because of absence in the quality or quantity of the work performed, and which amount does not exceed the amount of an employee's regular rate of pay as defined in section 31-271 of the Connecticut General Statutes.

(a) An employer who is required to pay a salary basis employee must also pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

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OVERVIEW - ONE AND ONE-HALF TIMES THE EMPLOYER REGULAR RATE OF PAY FOR ALL HOURS WORKED OVER 40 IN A WORKWEEK.

MINORS UNDER 18 YEARS OF AGE EMPLOYED BY THE STATE OR POLITICAL SUBDIVISION THEREOF MAY BE PAID BELOW THE APPLICABLE MINIMUM WAGE.

MINORS UNDER 18 YEARS OF AGE EMPLOYED IN AGRICULTURE MAY BE PAID BELOW THE APPLICABLE MINIMUM WAGE.

MINORS UNDER 18 YEARS OF AGE EMPLOYED IN AGRICULTURE, FORESTRY, FISHING, HUNTING, OR FISHING, OR IN THE SERVICE OF THE STATE OR POLITICAL SUBDIVISION THEREOF MAY BE PAID A MINIMUM WAGE OF NOT LESS THAN 70% OF THE MINIMUM WAGE AS DEFINED IN SECTION 31-60C.

Section 31-60C. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60D. Exemptions.
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Section 31-60E. Exemptions.
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(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60S. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60T. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60U. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60V. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60W. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60X. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60Y. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60Z. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60A. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60B. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60C. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60D. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60E. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60F. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60G. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60H. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60I. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60J. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60K. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60L. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60M. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60N. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60O. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60P. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60Q. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60R. Exemptions.
(a) This section applies to the minimum wage established by section 31-60B for an employer who is required to pay a minimum wage to that employee for any hours worked in excess of the amount of the salary basis.

Section 31-60S. Exemptions.
(a) This section applies to the minimum wage established by section 3