

Connecticut & Federal Employment Notices

OSHA Job Safety and Health... Occupational Safety and Health... All workers have the right to: 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.

Family Medical Leave Act... EMPLOYER 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.

State Minimum Wage... These Administrative Regulations must be posted and maintained wherever workers covered by this Act are employed... CONNICTICUT DEPARTMENT OF LABOR... MINIMUM WAGE: \$15.69 per hour effective 1-1-2024.

USERRA... FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS... YOUR RIGHTS UNDER USERRA... USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service.

USERRA... YOUR RIGHTS UNDER USERRA... USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Defense Education Act.

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

Federal Minimum Wage... EMPLOYERS UNDER THE FARM LABOR STANDARDS ACT... The Equal Employment Opportunity Commission (EEOC) enforces laws that prohibit discrimination against workers on the basis of race, sex, religion, age, and disability.

Discrimination... CONNICTICUT LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT... Federal, state and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

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Pregnant Workers Fairness Act (PWFA)... The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 7, 2023, requires covered employers to provide "reasonable accommodations" to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions.

Workers' Compensation... THE WORKERS' COMPENSATION ACT (CONNICTICUT GENERAL STATUTES CHAPTER 548) requires the employer... to provide benefits to an employee in case of injury or occupational disease.

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Equal Employment Opportunity... THE EQUAL EMPLOYMENT OPPORTUNITY ACT (EEOA) prohibits discrimination against workers on the basis of race, sex, religion, age, and disability... Know Your Rights: Workplace Discrimination is Illegal.

Unemployment Insurance... UNDER THE LAW, YOUR EMPLOYER MUST IF YOU BECOME UNEMPLOYED... This notice must be posted in a conspicuous place in each place of employment.

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State OSHA... JOB SAFETY AND HEALTH PROTECTION STATE OF CONNECTICUT... The Connecticut Occupational Safety and Health Act of 1973 is amended by Public Act 17-109.

No Smoking... SEC. 19-342. (Formerly Sec. 1-216). Smoking prohibited. Exceptions. Signs required. Penalties... (a) In any area of a "smoke" or "smoking" means the lighting of a lighted cigarette, pipe or similar device.

Sexual Harassment... Examples of Sexual Harassment... Sexual harassment means "any unwelcome sexual advance or requests for sexual favors or any conduct of a sexual nature which has the purpose or effect of creating an intimidating, hostile or offensive work environment."

Managed Care... Health Insurance is Complicated... Free, Expert Assistance & Representation... Health Insurance Specialists, Inc.

IRS Withholding... YOU MAY NEED TO CHECK YOUR WITHHOLDING... If you are a new taxpayer, you may need to file Form W-4 with your employer.

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Emergency Notice... AMBULANCE: FIRE RESCUE: HOSPITAL: PHYSICIAN: ALTERNATE: POLICE: HAZARDOUS MATERIAL: OSHA: EMPLOYERS WORKING FEDERAL CONTRACTS OR SUBCONTRACTS

Electronic Monitoring... The Connecticut Department of Labor provides this sample poster as a public service... Sec. 31-486. Employer's use of electronic monitoring is prohibited.

Minors in Food Service & Retail Trade... MINORS IN RESTAURANT - FOOD SERVICE... MINORS IN MERCHANDISE - RETAIL TRADE... Time and hour restrictions for young persons under age 18.

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