

● **WAGE AND HOUR LAWS (*WAGE DISCRIMINATION*)**

STATUTORY CITATION: Conn. Gen. Stat. §§ 31-75 – 31-76

GENERAL SUMMARY: The state wage and hour laws provide that no employer may discriminate in the amount of compensation paid to any employee solely on the basis of sex. Except to the extent that employment practices may recognize length of service or merit rating as a factor in determining wage or salary rates, any difference in pay based on sex is deemed to be discrimination. Workers who believe they have been subjected to sex discrimination in compensation may file a complaint with the enforcement agency, provided the complaint is filed within one year after the alleged violation occurred.

PROVISIONS APPLICABLE TO AGRICULTURE: These provisions apply equally to agricultural and non-agricultural employment.

SPECIAL NOTES OR ADVISORIES

RETALIATION — A person may not discharge, discipline or discriminate in any manner against an employee because the employee has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Division of Wage and Workplace Standards, Connecticut Department of Labor, Wethersfield, Connecticut 06109 (860-263-6791)*. The Department is authorized to enter places of employment, inspect payrolls, investigate work and operations on which employees are engaged, question employees and take such action as is reasonably necessary to determine compliance with these provisions. On behalf of a worker who has not received full pay due to an apparent act of wage discrimination may file a complaint with the Department, which may take legal action against the employer involved to enforce the claim. Such action generally must commence no later than 2 years after the alleged violation occurred.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None*.

PRIVATE CIVIL ACTION — As an alternative to filing a complaint with the state labor department, a worker who has been paid less than the pay to which he or she is entitled because of unlawful wage discrimination may recover the unpaid amount in a civil suit against the employer involved, using a private attorney or a public legal service provider. Under ordinary circumstances, civil action must be filed within 2 years after the alleged violation occurred.