

## ● PRIVATE EMPLOYMENT AGENCY LAW

*STATUTORY CITATION:* Conn. Gen. Stat. §§ 31-129 – 31-134a

*GENERAL SUMMARY:* Chapter 564 of the Connecticut statutes regulates the operations of individuals or firms that charge money to find work for people seeking employment, or to find workers for employers seeking employees. This law is broad enough to apply to crew leaders and farm labor contractors.

### *SPECIFIC TERMS AND CONDITIONS*

**LICENSING** — It is unlawful for anyone in Connecticut to charge a fee to find work for a person seeking employment without first obtaining a license as an employment agency from the state labor department. The annual license fee is \$150. Among the conditions for issuance or renewal of a license, the applicant must:

- (1) Post a bond in the amount of \$7,500 to cover any loss or damage caused by the licensee's failure to comply with these provisions.
- (2) Demonstrate sufficient knowledge of laws and regulations related to employment agencies and employment discrimination.
- (3) Comply with state-prescribed restrictions on the amount and timing of the fees charged.
- (4) Comply with state-imposed recordkeeping requirements.

**REGISTRATION** — It is unlawful for anyone to charge an employer a fee to provide the employer with workers without first registering with the state labor department. The annual registration fee is \$150.

**PENALTIES** — Any person who operates an employment agency without obtaining a license to do so is guilty of a Class A misdemeanor. Violation of any other provision of this law is punishable by a fine of up to \$250.

### *ADMINISTRATION AND ENFORCEMENT*

**PRIMARY ENFORCEMENT AGENCY** — *Division of Wage and Workplace Standards, Connecticut Department of Labor, Wethersfield, Connecticut 06109 (860-263-6791)*. A worker adversely affected by an employment agency — whether licensed or registered or not — may file a complaint with the Department, which is obligated to conduct a hearing on the complaint and take action to resolve it.

**SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY** — *None*.