

● CONNECTICUT MINIMUM WAGE ACT

STATUTORY CITATION: Conn. Gen. Stat. §§ 31-58 – 31-69b

RELATED REGULATIONS: Conn. Agencies Regs. §§ 31-60-1 – 31-60-16

GENERAL SUMMARY: The Connecticut Minimum Wage Act makes it unlawful for any employer subject to the Act to pay less than the state minimum fair wage, which is \$10.10 per hour beginning January 1, 2017. The law provides that whenever the federal minimum wage is increased, the state minimum fair wage must be increased to a level equal to one-half of one percent above the federal floor. The Act also authorizes special rates for minors and certain other special categories of workers.

PROVISIONS APPLICABLE TO AGRICULTURE

ADULT EMPLOYEES — To the same extent as most other classes of workers, adults employed in agricultural labor are entitled to receive at least \$10.10 for every hour of work.

MINORS — Persons between the ages of 14 and 18 employed in agriculture must be paid (1) no less than 85 percent of the state minimum wage, or \$8.59 per hour, when working for an agricultural employer who employed 8 or more workers at any one time during the preceding calendar year, or (2) no less than 70 percent of the state minimum wage, or \$7.07 an hour, when working for an employer who did not employ 8 or more workers at any one time in the preceding year.

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. A worker who believes that he or she has been discharged, disciplined, penalized or otherwise discriminated against by any person in violation of this section may file a complaint with the state labor department.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Division of Wage and Workplace Standards, Connecticut Department of Labor, Wethersfield, Connecticut 06109 (860-263-6791).* Any worker who receives less than the applicable minimum wage may file a complaint with the Department, which is authorized to take assignment of the claim and bring legal action against the employer to collect the unpaid wages.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*

PRIVATE CIVIL ACTION — As an alternative to administrative enforcement by the state labor department, workers may recover unpaid minimum wages through civil court action, utilizing private legal counsel or a public legal service provider.