

MINORS UNDER 18 YEARS OF AGE EMPLOYED BY THE STATE OR POLITICAL SUBDIVISION THEREOF MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE.

MINORS UNDER 18 YEARS OF AGE EMPLOYED IN AGRICULTURE MAY BE PAID 85% OF THE APPLICABLE MINIMUM WAGE. MINORS EMPLOYED BY AGRICULTURAL EMPLOYERS WHO DID NOT ENGAGE IN PRECEDING YEAR'S BUSINESS SHALL BE PAID A MINIMUM WAGE OF NOT LESS THAN 70% OF THE MINIMUM WAGE AS DEFINED IN SECTION 31-58. MINORS IN OTHER EMPLOYMENT - SEE SECTION 31-60-6.

Sec. 31-60-1. Piece rates in relation to time rates or incentive pay plans, including commissions and bonuses.

(a) Definitions. For the purpose of this regulation, "piece rates" means an established rate per unit of work... "Commissions" means any amount or incentive compensation for business transactions based on per cent of total valuation or specific rate per unit of accomplishment.

(b) Record of wages. Each employer shall maintain records of wages paid to each employee who is compensated on a piece rate...

(c) Piece rates in relation to time rates. (1) When an employee is compensated solely at piece rates he shall be paid a sufficient amount at piece rates to yield an average rate of at least the minimum wage for each hour worked...

(2) When an employee is compensated at the piece rate for one hour and at an hourly rate for other hours, the employee's hourly rate shall be at least the minimum wage for each hour worked...

(3) When an employee is employed at a combination of hourly rate and piece rate for the same hours of work...

(4) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(5) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(6) All commissions shall be settled at least once in each month in full. Warnings as derived from this regulation shall be on the basis of an incentive plan other than those defined herein...

(7) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(8) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(9) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(10) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(11) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(12) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(13) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(14) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(15) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(16) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(17) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(18) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(19) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(20) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(21) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(22) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(23) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(24) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(25) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(26) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(27) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(28) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(29) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(30) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(31) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(32) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

CONNECTICUT DEPARTMENT OF LABOR WAGE AND WORKPLACE STANDARDS DIVISION

Sec. 31-60-3. Deductions and allowances for reasonable value of board and lodging.

(a) For purposes of this regulation, "board" means food furnished in the form of meals on a regularly established schedule. "Lodging" means housing facilities provided for the employee at the place where the employee sleeps, rests and may store clothing and personal belongings.

(b) Wages paid to any employee may include reasonable value of board and/or lodging as herein established and may be considered part of the minimum fair wage if such a condition is made known to and accepted by the employee at the time of hiring or at the time of classification as a usual condition of employment.

(c) A full meal shall provide to the employee a variety of wholesome nutritious food and shall include adequate portions of at least one unit of the types of food from all of the following groups:

- (1) Fruit juice or soup; (2) fruit or vegetables; (3) bread, cereal or potato; (4) eggs, meat, fish (or a recognized substitute); (5) beverage; (6) a dessert.

(d) For a meal which does not meet the qualifications of a full meal, as herein defined, but which is at least one-half the minimum wage for each hour worked, the employee shall be permitted to apply as part of the minimum fair wage for the remainder of the working period for the handling and clearing of such apparel when an allowance has been performed.

- (1) Fruit, fruit juice, soup; (2) cereal, bread (or a recognized substitute); (3) meat, fish, eggs, poultry, or a recognized substitute; (4) beverage; (5) beverage.

(6) No allowances or deductions in excess of \$2.55 a day for full meals as supplied, in excess of ninety cents for light meals, as supplied, will be permitted for the minimum fair wage.

(7) When an employee is employed at a combination of hourly rate and piece rate for the same hours of work...

(8) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(9) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(10) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(11) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(12) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

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(16) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

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(22) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

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(30) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(31) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

Sec. 31-60-4. Apprentices.

Under this regulation, apprentices duly registered by the Connecticut State Apprenticeship Council of the Labor Department may not be employed at less than the minimum wage unless permission has been received from the Labor Commissioner through an approval process.

(c) Deviation from the provisions of this regulation will cancel the modification of the minimum fair wage herein provided for all hours during which the violation prevailed and for such time the minimum wage shall be paid.

(d) This regulation contains the requirements to apply to the Labor Commissioner for a subminimum rate in an occupation which is not apprenticeship.

(e) Under this regulation, apprentices duly registered by the Connecticut State Apprenticeship Council of the Labor Department may not be employed at less than the minimum wage unless permission has been received from the Labor Commissioner through an approval process.

(f) For the purpose of this regulation, "apparel" means uniforms or other clothing supplied by the employer for use in the course of employment but for the maintenance of which the employer provided such records.

(g) In the case of an employee who spends 75% or more of his working time away from his employer's place of work during each workweek...

(h) The employer shall maintain and retain for a period of three years the following information and data for each individual employed in a bona fide executive administrative or professional capacity.

(i) His name; (ii) his home address; (iii) the occupation in which he is employed; (iv) his total wages paid each work period; (v) the date of payment and the pay period covered by payment.

(j) When an employee is employed at a combination of hourly rate and piece rate for the same hours of work...

(k) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(l) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(m) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(n) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(o) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(p) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(q) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(r) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(s) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(t) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(u) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(v) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(w) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(x) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(y) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(z) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(aa) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(ab) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(ac) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(ad) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(ae) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(af) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(ag) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(ah) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(ai) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

(aj) When an employee is paid in accordance with a plan providing for a base rate and a commission, the wage paid weekly to the employee for these combined sources shall equal the minimum wage for each hour worked...

(ak) Commission. When an employee is compensated solely on a commission basis, he shall be paid weekly an average of at least the minimum wage per hour for each hour worked.

Sec. 31-60-5. Employee in a bona fide Professional Capacity.

(a) For the purpose of said section 31-58 (f) "employee employed in a bona fide professional capacity" means any employee (1) whose primary duty consists of the performance of a work requiring knowledge of an advanced type in a field of science or learning currently acquired by the rate set forth in subsection (a) of this section.

(b) The absence is taken pursuant to a bona fide paid day of benefits plan that specifically authorizes the substitution or reduction from accrued benefits of any kind that an employee is absent from work, provided the employee receives payment at the amount equal to his guaranteed salary.

(c) No deduction shall be made for an absence of less than one full day from work unless: (A) The absence is taken pursuant to the federal family and medical leave act, section 31-51k of seq. of the Connecticut General Statutes, as permitted by 29 CFR 825.209 or by section 31-51q of the regulations of Connecticut state agencies; or (B) The absence is taken pursuant to a bona fide paid day of benefits plan that specifically authorizes the substitution or reduction from accrued benefits of any kind that an employee is absent from work, provided the employee receives payment at the amount equal to his guaranteed salary.

(d) No deduction of any kind shall be made for any part of a workweek absent that is attributable to the absence of work occasioned by the operating requirements of the employer: (i) jury duty, or attendance at a judicial proceeding in the capacity of a witness; or (ii) temporary military leave.

(e) An employer is permitted to offset payments an employee receives for any absence from work occasioned by the operating requirements of the employer: (i) jury duty, or attendance at a judicial proceeding in the capacity of a witness; or (ii) temporary military leave.

(f) No deduction shall be made for an absence of less than one full day from work unless: (A) The absence is taken pursuant to the federal family and medical leave act, section 31-51k of seq. of the Connecticut General Statutes, as permitted by 29 CFR 825.209 or by section 31-51q of the regulations of Connecticut state agencies; or (B) The absence is taken pursuant to a bona fide paid day of benefits plan that specifically authorizes the substitution or reduction from accrued benefits of any kind that an employee is absent from work, provided the employee receives payment at the amount equal to his guaranteed salary.

(g) No deduction of any kind shall be made for an absence of less than one week which results from a disciplinary suspension following ordinary rules of employment conduct.

(h) "Salary basis" [refer to Section 31-60-14].

(i) "Fee basis" means the payment of an agreed sum for the accomplishment of a single task regardless of the time required for its completion. A fee basis payment shall be permitted only for jobs which are unique in nature rather than for series of jobs which are repeated an indefinite number of times and for which payment on an identical basis is made over and over again. Payment on a fee basis shall amount to a rate of not less than the rate set forth in subsection (a) of this section.

(j) "Bona fide professional capacity" means any employee (1) whose primary duty consists of the performance of a work requiring knowledge of an advanced type in a field of science or learning currently acquired by the rate set forth in subsection (a) of this section.

(k) "Bona fide professional capacity" means any employee (1) whose primary duty consists of the performance of a work requiring knowledge of an advanced type in a field of science or learning currently acquired by the rate set forth in subsection (a) of this section.

(l) "Bona fide professional capacity" means any employee (1) whose primary duty consists of the performance of a work requiring knowledge of an advanced type in a field of science or learning currently acquired by the rate set forth in subsection (a) of this section.

(m) "Bona fide professional capacity" means any employee (1) whose primary duty consists of the performance of a work requiring knowledge of an advanced type in a field of science or learning currently acquired by the rate set forth in subsection (a) of this section.

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MINIMUM WAGE: \$6.90 An Hour Beginning January 1, 2003; \$7.10 An Hour Beginning January 1, 2004; \$7.40 An Hour Beginning January 1, 2006 \$7.65 An Hour Beginning January 1, 2007

OVERTIME - ONE AND ONE-HALF TIMES THE EMPLOYER REGULAR RATE OF PAY AFTER 40 HOURS PER WEEK. FOR EXCEPTIONS - SEE SECTION 31-76 OF THE CONNECTICUT GENERAL STATUTES.

(C) Deductions may be made for one or more full days of sickness or disability provided the deduction is made pursuant to a bona fide paid day of benefits plan that specifically authorizes the substitution or reduction from accrued benefits of any kind that an employee is absent from work, provided the employee receives payment at the amount equal to his guaranteed salary.

(D) Deductions may be made for an absence of less than one full day taken pursuant to the federal family medical leave act, 29 USC 2601 et seq., or the Connecticut general family and medical leave act, section 31-51k of seq. of the Connecticut General Statutes, as permitted by 29 CFR 825.209 or by section 31-51q of the regulations of Connecticut state agencies; or (E) The absence is taken pursuant to a bona fide paid day of benefits plan that specifically authorizes the substitution or reduction from accrued benefits of any kind that an employee is absent from work, provided the employee receives payment at the amount equal to his guaranteed salary.

(F) Deductions may be made for one or more full days if the employee is absent as a result of a disciplinary suspension for violating a safety rule of major significance. Safety rules of major significance include only those relating to the prevention of serious danger to the employer's premises, or to other employees.

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