

August 2020

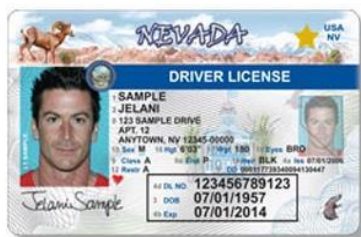
## DID YOU KNOW??

### New laws for 2020 that you may have missed

- **Connecticut minimum wage is going up from \$11.00 per hour to \$12.00 per hour on September 1, 2020.** Additional increases expected are: \$13.00 on August 1, 2021; \$14.00 on July 1, 2022; and \$15.00 on June 1, 2023.
- Connecticut residents will only be required to renew their driver's license every eight years, and vehicle registration every three years.
- While most individuals have been able to board aircrafts with state-issued driver's licenses as of October 1, 2020 REAL ID will be required per a federal law, individuals must have identification compliant with REAL ID standards to even pass through security. Minors under 18, travelling with an adult with REAL ID-compliant identification, will not need such documentation.



Most, but not all, REAL ID-compliant driver's licenses have a black or gold star on the front.



States will **not** automatically send individuals compliant driver's licenses. Individuals must apply in person and bring identifying documentation, such as a birth certificate or a passport. Individuals with a passport, or one of the other designated documents, may not need a REAL ID-compliant driver's license.

- Under Connecticut's "Time's Up Act," all employers with three or more employees must provide a minimum of two hours of sexual harassment prevention training to all employees prior to October 1, 2020, *or within six months of hire*. Understandably, many employers are struggling with how to provide this training under the current conditions. In light of the COVID-19 emergency, the Commission on Human Rights and Opportunities (CHRO) has extended the deadline for training new employees.

#### **From the CHRO's website:**

Upon request to [CHRO.questions@ct.gov](mailto:CHRO.questions@ct.gov), employers who have employees hired after October 1, 2019 will be given a 90-day extension to complete the training requirement. The employer will need to explain that it was unable to complete the training

requirement for those affected employees due to current COVID-19 restrictions.  
Examples may be:

- Lack of access to technology including computer/the internet
- Illness of the employee
- Or other unforeseeable circumstances

Be aware that the timeframe for training employees hired **before** October 1, 2019 has NOT changed. Training for these employees still must be completed by October 1, 2020.

Also, on the CHRO website is a link for Free Online Sexual Harassment Prevention Training that will **provide the training and issue a certificate**, please visit [ct.gov/chro](http://ct.gov/chro).

For more information on this topic contact [christen@reitmanpersonnel.com](mailto:christen@reitmanpersonnel.com) 203-488-6944.