

September 2019

DID YOU KNOW??

New employment laws that take effect October 1, 2019

The following laws are important for all businesses to be aware of:

- **Connecticut minimum wage is going up from \$10.10 per hour to \$11.00 per hour on October 1, 2019.** The following are other increases to \$12.00 per hour on September 1, 2020; \$13.00 on August 1, 2021; \$14.00 on July 1, 2022; and \$15.00 on June 1, 2023.



- Connecticut expands their sexual harassment training law which now requires virtually all employers in the state to provide employees **with at least two hours of training aimed at preventing sexual harassment in the workplace.**

Under the new law **employers with three or more employees** must provide both written information and training to all employees. **Employers with fewer than three employees** must provide training to all supervisory employees.

- **Connecticut is the 7th state to provide a paid family and medical leave program;** it is being phased in over multiple years.

The paid leave benefit will be funded by an employee payroll tax of up to 0.5%, with contributions beginning on January 1, 2021. Employers will not be required to contribute toward the program, but will be responsible for withholding the employee tax and remitting the funds to the state Family and Medical Leave Insurance Trust Fund. Alternatively, employers will have the option to apply for permission to provide benefits through a private plan.



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