

## DID YOU KNOW??



January 3, 2017

Many of our clients have applications that include the box requiring the criminal history of the applicant. This is no longer legal and should be removed from all applications in Connecticut. The following is the new law:

Beginning in 2017, Connecticut will become the eighth state to “*ban the box*” for private employers:

**Effective January 1, 2017, Connecticut employers are prohibited from requesting criminal history information on an initial application form. Exceptions apply if:**

- the employer is required by federal or state law to inquire about criminal history; or
- a security, fidelity or equivalent bond is required for the position.

When one of these exceptions applies, and the application form contains a criminal history inquiry, the form also must contain a notice indicating that the applicant is not required to disclose the existence of certain specified arrests, charges and convictions that have been erased.

Individuals aggrieved by violations of the law can file a complaint with the Connecticut Labor Commissioner.

For more information on this law contact the Connecticut Department of Labor or your attorney.

**PLEASE NOTE: Connecticut’s minimum wage as of January 1, 2017 is \$10.10 per hour.**

Taken from the National Law Review – December 2016

