



General Assembly

January Session, 2019

Governor's Bill No. 7191

LCO No. 4580



Referred to Committee on LABOR AND PUBLIC
EMPLOYEES

Introduced by:

REP. ARESIMOWICZ, 30th Dist.

REP. RITTER M., 1st Dist.

SEN. LOONEY, 11th Dist.

SEN. DUFF, 25th Dist.

AN ACT INCREASING THE MINIMUM WAGE.

Be it enacted by the Senate and House of Representatives in General
Assembly convened:

1 Section 1. Subsection (i) of section 31-58 of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective*
3 *October 1, 2019*):

4 (i) "Minimum fair wage" in any industry or occupation in this state
5 means a wage of not less than six dollars and seventy cents per hour,
6 and effective January 1, 2003, not less than six dollars and ninety cents
7 per hour, and effective January 1, 2004, not less than seven dollars and
8 ten cents per hour, and effective January 1, 2006, not less than seven
9 dollars and forty cents per hour, and effective January 1, 2007, not less
10 than seven dollars and sixty-five cents per hour, and effective January
11 1, 2009, not less than eight dollars per hour, and effective January 1,
12 2010, not less than eight dollars and twenty-five cents per hour, and

13 effective January 1, 2014, not less than eight dollars and seventy cents
14 per hour, and effective January 1, 2015, not less than nine dollars and
15 fifteen cents per hour, and effective January 1, 2016, not less than nine
16 dollars and sixty cents per hour, and effective January 1, 2017, not less
17 than ten dollars and ten cents per hour, [or] and effective January 1,
18 2020, not less than eleven dollars and twenty-five cents per hour, and
19 effective January 1, 2021, not less than twelve dollars and fifty cents
20 per hour, and effective January 1, 2022, not less than thirteen dollars
21 and seventy-five cents per hour and effective January 1, 2023, not less
22 than fifteen dollars per hour. On January 1, 2024, and on each January
23 first thereafter, the minimum fair wage shall be adjusted by the
24 percentage change in the employment cost index for wages and
25 salaries for all civilian workers, as calculated by the United States
26 Department of Labor, or in its successor index, over the twelve-month
27 period ending on June thirtieth of the preceding year, and rounded to
28 the nearest whole cent. In no event shall the minimum fair wage under
29 this section be less than one-half of one per cent rounded to the nearest
30 whole cent more than the highest federal minimum wage, whichever is
31 greater, except as may otherwise be established in accordance with the
32 provisions of this part. On October 15, 2023, and on each October
33 fifteenth thereafter, the Labor Commissioner shall announce the
34 adjustment to the minimum fair wage which shall become the new
35 minimum fair wage and shall be effective on the January first
36 immediately following. All wage orders in effect on October 1, 1971,
37 wherein a lower minimum fair wage has been established, are
38 amended to provide for the payment of the minimum fair wage herein
39 established except as hereinafter provided. Whenever the highest
40 federal minimum wage is increased, the minimum fair wage
41 established under this part shall be increased to the amount of said
42 federal minimum wage plus one-half of one per cent more than said
43 federal rate, rounded to the nearest whole cent, effective on the same
44 date as the increase in the highest federal minimum wage, and shall
45 apply to all wage orders and administrative regulations then in force.
46 The rates for learners, beginners, and persons under the age of
47 eighteen years shall be not less than [eighty-five] the greater of eight

48 dollars and sixty cents per hour or seventy-five per cent of the
49 minimum fair wage for the first [two hundred hours] ninety calendar
50 days of such employment and equal to the minimum fair wage
51 thereafter, except institutional training programs specifically exempted
52 by the commissioner.

53 Sec. 2. Section 31-60 of the general statutes is repealed and the
54 following is substituted in lieu thereof (*Effective October 1, 2019*):

55 (a) Any employer who pays or agrees to pay to an employee less
56 than the minimum fair wage or overtime wage shall be deemed in
57 violation of the provisions of this part.

58 (b) The Labor Commissioner shall adopt such regulations, in
59 accordance with the provisions of chapter 54, as may be appropriate to
60 carry out the purposes of this part. Such regulations may include, but
61 are not limited to, regulations defining and governing an executive,
62 administrative or professional employee and outside salesperson;
63 learners and apprentices, their number, proportion and length of
64 service; and piece rates in relation to time rates; and shall recognize, as
65 part of the minimum fair wage, gratuities in an amount (1) equal to
66 twenty-nine and three-tenths per cent, and effective January 1, 2009,
67 equal to thirty-one per cent of the minimum fair wage per hour, and
68 effective January 1, 2014, equal to thirty-four and six-tenths per cent of
69 the minimum fair wage per hour, and effective January 1, 2015, equal
70 to thirty-six and eight-tenths per cent of the minimum fair wage per
71 hour for persons, other than bartenders, who are employed in the hotel
72 and restaurant industry, including a hotel restaurant, who customarily
73 and regularly receive gratuities, (2) equal to eight and two-tenths per
74 cent, and effective January 1, 2009, equal to eleven per cent of the
75 minimum fair wage per hour, and effective January 1, 2014, equal to
76 fifteen and six-tenths per cent of the minimum fair wage per hour, and
77 effective January 1, 2015, equal to eighteen and one-half per cent of the
78 minimum fair wage per hour for persons employed as bartenders who
79 customarily and regularly receive gratuities, and (3) not to exceed
80 thirty-five cents per hour in any other industry, and shall also

81 recognize deductions and allowances for the value of board, in the
82 amount of eighty-five cents for a full meal and forty-five cents for a
83 light meal, lodging, apparel or other items or services supplied by the
84 employer; and other special conditions or circumstances which may be
85 usual in a particular employer-employee relationship. The
86 commissioner may provide, in such regulations, modifications of the
87 minimum fair wage herein established for learners and apprentices;
88 persons under the age of eighteen years; and for such special cases or
89 classes of cases as the commissioner finds appropriate to prevent
90 curtailment of employment opportunities, avoid undue hardship and
91 safeguard the minimum fair wage herein established. Regulations in
92 effect on July 1, 1973, providing for a board deduction and allowance
93 in an amount differing from that provided in this section shall be
94 construed to be amended consistent with this section.

95 (c) Regulations adopted by the commissioner pursuant to
96 subsection (b) of this section which define executive, administrative
97 and professional employees shall be updated not later than October 1,
98 2000, and every four years thereafter, to specify that such persons shall
99 be compensated on a salary basis at a rate determined by the Labor
100 Commissioner.

101 (d) No employer may take any action to displace an employee,
102 including, but not limited to, a partial displacement of an employee,
103 such as reducing the employee's hours, wages or employment benefits
104 for purposes of hiring learners, beginners and persons under the age of
105 eighteen years at a rate below the minimum fair wage. If the Labor
106 Commissioner determines that an employer has knowingly violated
107 the provisions of this subsection, the commissioner shall suspend the
108 employer's right to pay the reduced rate for employees for a period of
109 time specified in regulations adopted pursuant to subsection (b) of this
110 section.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>October 1, 2019</i>	31-58(i)
Sec. 2	<i>October 1, 2019</i>	31-60

LAB *Joint Favorable*