



General Assembly

January Session, 2019

**Governor's Bill No. 7191**

LCO No. 4580



\* 0 4 5 8 0 \*

Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:

REP. ARESIMOWICZ, 30<sup>th</sup> Dist.

REP. RITTER M., 1<sup>st</sup> Dist.

SEN. LOONEY, 11<sup>th</sup> Dist.

SEN. DUFF, 25<sup>th</sup> 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2 repealed and the following is substituted in lieu thereof (*Effective*  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

**Statement of Purpose:**

To implement the Governor's budget recommendations.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*