



General Assembly

February Session, 2002

Raised Bill No. 5057

LCO No. 459

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT INCREASING THE MINIMUM WAGE.

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

1 Section 1. Subsection (j) of section 31-58 of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective July*
3 *1, 2002*):

4 (j) "Minimum fair wage" in any industry or occupation in this state
5 means a wage of not less than [two dollars and sixty-six cents per
6 hour, and effective January 1, 1979, not less than two dollars and
7 ninety-one cents per hour, and effective January 1, 1980, not less than
8 three dollars and twelve cents per hour, and effective January 1, 1981,
9 not less than three dollars and thirty-seven cents per hour, and
10 effective October 1, 1987, not less than three dollars and seventy-five
11 cents per hour, and effective October 1, 1988, not less than four dollars
12 and twenty-five cents per hour, and effective January 1, 1999, not less
13 than five dollars and sixty-five cents per hour, and effective January 1,
14 2000, not less than six dollars and fifteen cents per hour, and effective
15 January 1, 2001, not less than six dollars and forty cents per hour, and
16 effective January 1, 2002,] six dollars and seventy cents per hour, and
17 effective January 1, 2003, seven dollars per hour, or one-half of one per

18 cent rounded to the nearest whole cent more than the highest federal
19 minimum wage, whichever is greater, except as may otherwise be
20 established in accordance with the provisions of this part. Effective
21 July 1, 2004, and each July first thereafter, the minimum fair wage shall
22 be adjusted by the percentage increase, if any, in the National
23 Consumer Price Index for all urban wage earners for the twelve-month
24 period ending on the last day of the preceding May, as reported by the
25 Bureau of Labor Statistics of the United States Department of Labor, or
26 one-half of one per cent rounded to the nearest whole cent more than
27 the highest federal minimum wage, whichever is greater, except as
28 may otherwise be established in accordance with the provisions of this
29 part. All wage orders in effect on October 1, 1971, wherein a lower
30 minimum fair wage has been established, are amended to provide for
31 the payment of the minimum fair wage herein established except as
32 hereinafter provided. Whenever the highest federal minimum wage is
33 increased, the minimum fair wage established under this part shall be
34 increased to the amount of said federal minimum wage plus one-half
35 of one per cent more than said federal rate, rounded to the nearest
36 whole cent, effective on the same date as the increase in the highest
37 federal minimum wage, and shall apply to all wage orders and
38 administrative regulations then in force. The rates for learners,
39 beginners, and persons under the age of eighteen years shall be not
40 less than eighty-five per cent of the minimum fair wage for the first
41 two hundred hours of such employment and equal to the minimum
42 fair wage thereafter, except institutional training programs specifically
43 exempted by the commissioner.

44 Sec. 2. Subsection (b) of section 31-60 of the general statutes, as
45 amended by section 2 of public act 01-42, is repealed and the following
46 is substituted in lieu thereof (*Effective July 1, 2002*):

47 (b) The Labor Commissioner shall adopt such regulations, in
48 accordance with the provisions of chapter 54, as may be appropriate to
49 carry out the purposes of this part. Such regulations may include, but
50 are not limited to, regulations defining and governing an executive,

51 administrative or professional employee and outside salesperson;
52 learners and apprentices, their number, proportion and length of
53 service; piece rates in relation to time rates; and shall recognize, as part
54 of the minimum fair wage, gratuities in an amount equal to
55 twenty-three per cent of the minimum fair wage per hour for persons
56 employed in the hotel and restaurant industry, including a hotel
57 restaurant, and not to exceed thirty-five cents per hour in any other
58 industry, and shall also recognize deductions and allowances for the
59 value of board, in the amount of eighty-five cents for a full meal and
60 forty-five cents for a light meal, lodging, apparel or other items or
61 services supplied by the employer; and other special conditions or
62 circumstances which may be usual in a particular employer-employee
63 relationship. [Notwithstanding the provisions of this subsection: (1)
64 For the period commencing January 1, 2001, and ending December 31,
65 2001, such regulations shall recognize, as part of the minimum fair
66 wage, gratuities in an amount equal to (A) twenty-six per cent of the
67 minimum fair wage per hour for persons employed in the hotel and
68 restaurant industry, including a hotel restaurant, and (B) three and
69 nine-tenths per cent of the minimum fair wage per hour for persons
70 employed as bartenders who customarily and regularly receive
71 gratuities; and (2)] Notwithstanding the provisions of this subsection,
72 for the period commencing January 1, 2002, and ending December 31,
73 2002, such regulations shall recognize, as part of the minimum fair
74 wage, gratuities in an amount equal to [(A)] (1) twenty-nine and three-
75 tenths per cent of the minimum fair wage per hour for persons
76 employed in the hotel and restaurant industry, including a hotel
77 restaurant, and [(B)] (2) eight and two-tenths per cent of the minimum
78 fair wage per hour for persons employed as bartenders who
79 customarily and regularly receive gratuities. The commissioner may
80 provide, in such regulations, modifications of the minimum fair wage
81 herein established for learners and apprentices; persons under the age
82 of eighteen years; and for such special cases or classes of cases as the
83 commissioner finds appropriate to prevent curtailment of employment
84 opportunities, avoid undue hardship and safeguard the minimum fair

85 wage herein established. Regulations in effect on July 1, 1973,
86 providing for a board deduction and allowance in an amount differing
87 from that provided in this section shall be construed to be amended
88 consistent with this section without the necessity of convening a wage
89 board or amending said regulations.

This act shall take effect as follows:	
Section 1	<i>July 1, 2002</i>
Sec. 2	<i>July 1, 2002</i>

Statement of Purpose:

To increase the state's minimum fair wage to seven dollars per hour effective January 1, 2003, and to require the state minimum fair wage to annually increase, beginning July 1, 2004, by either (1) the amount of inflation measured by the annual All Urban Wage Earners Consumer Price Index for the preceding year ending May thirty-first, or (2) 0.5% above the federal minimum wage, whichever is greater.

[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.]