



General Assembly

Amendment

February Session, 2008

LCO No. 4591

HB0510504591HRO

Offered by:

REP. CARON, 44th Dist.

REP. STONE, 9th Dist.

REP. ROY, 119th Dist.

REP. FRITZ, 90th Dist.

To: Subst. House Bill No. 5105

File No. 16

Cal. No. 30

"AN ACT CONCERNING THE MINIMUM WAGE."

1 After the last section, add the following and renumber sections and
2 internal references accordingly:

3 "Sec. 501. Section 31-60 of the general statutes is repealed and the
4 following is substituted in lieu thereof (*Effective October 1, 2008*):

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

8 (b) The Labor Commissioner shall adopt such regulations, in
9 accordance with the provisions of chapter 54, as may be appropriate to
10 carry out the purposes of this part. Such regulations may include, but
11 are not limited to, regulations defining and governing an executive,
12 administrative or professional employee and outside salesperson;

13 learners and apprentices, their number, proportion and length of
14 service; and piece rates in relation to time rates; and shall recognize, as
15 part of the minimum fair wage, gratuities in an amount (1) equal to
16 twenty-nine and three-tenths per cent, and effective January 1, 2009,
17 equal to thirty-two and four-tenths per cent (32.4%), and effective
18 January 1, 2010, equal to thirty-four and forty-two one-hundredths per
19 cent (44.42%) of the minimum fair wage per hour for persons, other
20 than bartenders, who are employed in the hotel and restaurant
21 industry, including a hotel restaurant, who customarily and regularly
22 receive gratuities, (2) equal to eight and two-tenths per cent, and
23 effective January 1, 2009, equal to twelve and twenty-five one-
24 hundredths per cent (12.25%), and effective January 1, 2010, equal to
25 fourteen and ninety-one one-hundredths per cent (14.91%) of the
26 minimum fair wage per hour for persons employed as bartenders who
27 customarily and regularly receive gratuities, and (3) not to exceed
28 thirty-five cents per hour in any other industry, and shall also
29 recognize deductions and allowances for the value of board, in the
30 amount of eighty-five cents for a full meal and forty-five cents for a
31 light meal, lodging, apparel or other items or services supplied by the
32 employer; and other special conditions or circumstances which may be
33 usual in a particular employer-employee relationship. The
34 commissioner may provide, in such regulations, modifications of the
35 minimum fair wage herein established for learners and apprentices;
36 persons under the age of eighteen years; and for such special cases or
37 classes of cases as the commissioner finds appropriate to prevent
38 curtailment of employment opportunities, avoid undue hardship and
39 safeguard the minimum fair wage herein established. Regulations in
40 effect on July 1, 1973, providing for a board deduction and allowance
41 in an amount differing from that provided in this section shall be
42 construed to be amended consistent with this section without the
43 necessity of convening a wage board or amending such regulations.

44 (c) Regulations adopted by the commissioner pursuant to
45 subsection (b) of this section which define executive, administrative
46 and professional employees shall be updated not later than October 1,

47 2000, and every four years thereafter, to specify that such persons shall
48 be compensated on a salary basis at a rate determined by the Labor
49 Commissioner."