



General Assembly

Amendment

February Session, 2014

LCO No. 2974

SB0003202974HRO

Offered by:

REP. CAFERO, 142nd Dist.

REP. KLARIDES, 114th Dist.

REP. CANDELORA, 86th Dist.

To: Senate Bill No. 32

File No. 24

Cal. No.

"AN ACT CONCERNING WORKING FAMILIES' WAGES."

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

3 "Sec. 501. Section 31-60 of the 2014 supplement to the general
4 statutes is repealed and the following is substituted in lieu thereof
5 (*Effective July 1, 2014*):

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

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

14 learners and apprentices, their number, proportion and length of
15 service; and piece rates in relation to time rates; and shall recognize, as
16 part of the minimum fair wage, gratuities in an amount (1) equal to
17 twenty-nine and three-tenths per cent, and effective January 1, 2009,
18 equal to thirty-one per cent of the minimum fair wage per hour, and
19 effective January 1, 2014, equal to thirty-four and six-tenths per cent of
20 the minimum fair wage per hour, and effective January 1, 2015, equal
21 to [thirty-six] thirty-seven and eight-tenths per cent of the minimum
22 fair wage per hour, and effective January 1, 2016, equal to forty and
23 seven-tenths per cent of the minimum fair wage per hour, and effective
24 January 1, 2017, equal to forty-three and seven-tenths per cent of the
25 minimum fair wage per hour for persons, other than bartenders, who
26 are employed in the hotel and restaurant industry, including a hotel
27 restaurant, who customarily and regularly receive gratuities, (2) equal
28 to eight and two-tenths per cent, and effective January 1, 2009, equal to
29 eleven per cent of the minimum fair wage per hour, and effective
30 January 1, 2014, equal to fifteen and six-tenths per cent of the
31 minimum fair wage per hour, and effective January 1, 2015, equal to
32 [eighteen and one-half] nineteen and eight-tenths per cent of the
33 minimum fair wage per hour, and effective January 1, 2016, equal to
34 twenty-three and one-half per cent of the minimum fair wage per
35 hour, and effective January 1, 2017, equal to twenty-seven and three-
36 tenths per cent of the minimum wage per hour for persons employed
37 as bartenders who customarily and regularly receive gratuities, and (3)
38 not to exceed thirty-five cents per hour in any other industry, and shall
39 also recognize deductions and allowances for the value of board, in the
40 amount of eighty-five cents for a full meal and forty-five cents for a
41 light meal, lodging, apparel or other items or services supplied by the
42 employer; and other special conditions or circumstances which may be
43 usual in a particular employer-employee relationship. The
44 commissioner may provide, in such regulations, modifications of the
45 minimum fair wage herein established for learners and apprentices;
46 persons under the age of eighteen years; and for such special cases or
47 classes of cases as the commissioner finds appropriate to prevent
48 curtailment of employment opportunities, avoid undue hardship and

49 safeguard the minimum fair wage herein established. Regulations in
50 effect on July 1, 1973, providing for a board deduction and allowance
51 in an amount differing from that provided in this section shall be
52 construed to be amended consistent with this section.

53 (c) Regulations adopted by the commissioner pursuant to
54 subsection (b) of this section which define executive, administrative
55 and professional employees shall be updated not later than October 1,
56 2000, and every four years thereafter, to specify that such persons shall
57 be compensated on a salary basis at a rate determined by the Labor
58 Commissioner."

This act shall take effect as follows and shall amend the following sections:		
Sec. 501	<i>July 1, 2014</i>	31-60