

This notice must be posted and maintained in a conspicuous place in every room in which the persons covered by this order are employed.

Inquiries or complaints of violation of this order should be sent to
Division of Regulation of Wages, Labor Department, Wethersfield, Connecticut 06109

State of Connecticut

LABOR DEPARTMENT — DIVISION OF REGULATION OF WAGES CLEANING AND DYEING ESTABLISHMENTS

MINIMUM FAIR WAGE RATES FOR EMPLOYEES EMPLOYED IN THE CLEANING AND DYEING OCCUPATION.

Sec. 31-62-C2 MINIMUM WAGE: \$3.37 an hour, beginning January 1, 1981; \$3.75 an hour, beginning October 1, 1987; \$4.25 an hour, beginning October 1, 1988; Thereafter; 31-58(j) Whenever the federal minimum wage is increased, the minimum fair wage established under this part shall be increased to the amount of the highest federal minimum wage plus one-half of one percent more than said federal rate rounded to the nearest whole cent, effective on the same date as the increase in the highest federal minimum wage.

OVERTIME: Effective July 1, 1969, one and one-half times the employee's regular rate of pay after 40 hours a week.

MINIMUM DAILY EARNINGS GUARANTEED: Any employee regularly reporting or called for work in any day shall be assured a minimum of four hours' earnings and shall be paid the minimum rate or his regular rate, whichever is higher, if the employee is able and willing to work for that length of time. Payment shall be made even though no work is provided by the employer, except when there is a suspension of operations due to breakdown or an Act of God.

DIVIDED EMPLOYMENT. Where a person is engaged in operations incidental to cleaning and dyeing and is also engaged in duties other than cleaning and dyeing and when the work time records are not separated, the higher rate shall prevail.

DEDUCTIONS. No deductions shall be made from the minimum wage rates except those required or authorized by law, and except deductions made by the employer for the purpose of paying the employee's premium in an individual or group life insurance policy or a hospitalization policy. Deductions for such premiums shall not be made without the written consent of the employee. Such written consent shall be kept on file and subject to review by the Labor Department.

PIECE WORK AND COMMISSIONS. Each employee who is paid on piece work, commission or other basis shall receive not less than the minimum fair wage for the first 40 hours worked each week and not less than one and one-half the minimum rate or one and one-half the regular hourly rate, whichever is higher for all hours worked in excess of 40 hours per week. Regular hourly rate is computed by adding together the employee's total weekly earnings from piece rates or commissions and all other incentive wage allowances and any sums paid for waiting time or other hours worked and then dividing this sum by the number of hours in the week for which compensation was paid to yield the piece workers' or commission workers' "regular rate" for that week.

Sec. 31-62-C1 (a) CLEANING AND DYEING. Cleaning and dyeing means cleaning, dyeing, redyeing or pressing garments (including hats), upholstery, rugs, or any other fabrics, any process incidental thereto, including collecting and receiving such articles for the above purposes, or giving out or collecting such articles after they have been cleaned, dyed, redyed or pressed.

EXCEPTION: The term cleaning and dyeing as used in this order shall not refer to the processes listed above when they are carried on in establishments manufacturing textiles or garments (including hats).

Sec. 31-62-C1 (b) EMPLOYEE. "Employee" means any person or firm rendering service for remuneration irrespective of the designation applied to the relationship or the manner of payment, unless such person or firm (1) is engaged in an independently established trade, occupation, profession or business; and (2) is not part of the sales or distributing organization of or merely an outlet for the person, firm or corporation for

whom the service is rendered; and (3) is free from control in the performance of such service, both under the contract of service and in fact.

Sec. 31-62-C1 (c) MINOR. The term minor as used in this order shall mean any person under 18 years of age.

Sec. 31-62-C4 WORKING TIME. Time during which an employee is required by an employer to wait on the employer's premises shall be considered as working time and paid for accordingly. Whenever an employee is required by his employer to travel to a place other than the regular place of employment, travel time shall be considered as working time and paid for accordingly.

Sec. 31-62-C5 COMPUTATION OF TIME. All time shall be reckoned to the nearest unit of fifteen minutes.

Sec. 31-62-C6 LEARNERS AND APPRENTICES. After written permission has been received from the Commissioner or his authorized representative an employer may employ learners at a rate not less than *85% of the minimum wage per hour for a period not to exceed 5 weeks or 200 hours provided that the number of such learners will not at any time exceed 10% of the total number of employees.

Apprentices enrolled in a bona fide apprentice program for any occupation will conform in every respect to the provisions of the program as established and approved by the Commissioner or his authorized representative.

Sec. 31-62-C7 HANDICAPPED WORKERS: Any employee whose earning capacity is impaired by physical or mental disability may be paid less than the minimum wage on the issuance of a written permit by the Labor Commissioner.

Sec. 31-62-C8 RECORDS. The employer shall keep at the place of employment for a period of three years accurate and legible records in ink for each employee as follows: (1) name; (2) address; (3) working certificates as proof of age for minor employees (16 to 18 years); (4) occupation; (5) daily and weekly hours worked, showing the beginning and ending hours of each work period; (6) total daily or weekly basic wage; (7) overtime wage as a separate item from basic wage; (8) additions to or deductions from wages each pay period; (9) total wages paid each period; (10) in any case where the guarantee of minimum daily earnings as provided in this order is to be waived because an employee is unable or unwilling to work four hours, a written statement to that effect shall be signed by the employee and kept on file as part of the wage and hour records.

Section 31-69 of the General Statutes, Revised 1958. Any employer who pays or agrees to pay any employee less than the rates applicable under this Wage Order is subject to a penalty of a fine of not less than \$50.00 and/or imprisonment of not less than ten days for each offense. Any employer who fails to keep the records required under this chapter or to furnish such records to the Commissioner or the Director or any authorized representative of the Commissioner upon request is subject to a penalty of a fine of not less than \$25.00 nor more than \$100.00 for each offense.

WETHERSFIELD, CONNECTICUT — REV. OCTOBER 1, 1987
EFFECTIVE JUNE 26, 1951

MINIMUM FAIR WAGE RATE
\$4.27 An Hour Beginning April 1, 1991
\$4.77 An Hour Beginning October 1, 1996
\$5.18 An Hour Beginning September 1, 1997