

Reminder: Connecticut Minimum Wage Increases June 1, 2023

By Jean Tomasco, ECCT's Human Resources Manager (May 2023)

Parishes should be aware that Connecticut's minimum wage increases from the current \$14.00 per hour to \$15.00 per hour, effective June 1, 2023.

Hourly employees who work more than 40 hours in a workweek are entitled to overtime at 1-1/2 times their regular rate of pay for the time worked beyond 40 hours. Time for which they may be compensated but do not actually work (such as paid holidays or paid sick time, if your parish offers such benefits) need not be counted as "hours worked" for purposes of calculating the 40 hours.

Following the increase on June 1st, subsequent changes to Connecticut's minimum wage will be based on the employment cost index calculated by the U.S. Department of Labor. On October 15, 2023, the state Labor Commissioner will announce an adjustment in the state minimum fair wage; the change will go into effect on January 1, 2024. Thereafter, each year on October 15th, the Labor Commission will announce the next adjustment, if any, to the state minimum wage, which will become effective on the January 1st that follows.

This also might be a good time to check your required posting regarding state wage and hour regulations. The most recent version was last revised in February 2020 (it is noted in the upper left corner of the poster) and includes information regarding the minimum wage increases through 2023. It is available as a .pdf on the Connecticut Department of Labor's website at <https://www.ctdol.state.ct.us/wgwkstnd/DOL-75.pdf>. Note that it is a fairly large poster with very small print, so rather than downloading it you may want to contact the state Department of Labor at (860) 263-6790 or fill out a help form at <https://ctdol.jotform.com/CT1/DOLHelp> and request a free copy.