



General Assembly

January Session, 2025

Raised Bill No. 6842

LCO No. 256



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***AN ACT CONCERNING THE MINIMUM FAIR WAGE AND PERSONS
EMPLOYED AT CANNABIS ESTABLISHMENTS.***

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

1 Section 1. Section 31-60 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2025*):

3 (a) Except as provided in subdivision (5) of subsection (i) of section
4 31-58, any employer who pays or agrees to pay to an employee less than
5 the minimum fair wage or overtime wage shall be deemed in violation
6 of the provisions of this part.

7 (b) The Labor Commissioner shall adopt such regulations, in
8 accordance with the provisions of chapter 54, as may be appropriate to
9 carry out the purposes of this part. Such regulations may include, but
10 are not limited to, regulations defining and governing an executive,
11 administrative or professional employee and outside salesperson;
12 learners and apprentices, their number, proportion and length of
13 service; and piece rates in relation to time rates; and shall recognize, as
14 part of the minimum fair wage, gratuities in an amount (1) equal to
15 twenty-nine and three-tenths per cent, and effective January 1, 2009,

16 equal to thirty-one per cent of the minimum fair wage per hour, and
 17 effective January 1, 2014, equal to thirty-four and six-tenths per cent of
 18 the minimum fair wage per hour, and effective January 1, 2015, and
 19 ending on June 30, 2019, equal to thirty-six and eight-tenths per cent of
 20 the minimum fair wage per hour for persons, other than bartenders,
 21 who are employed in the hotel and restaurant industry, including a
 22 hotel restaurant, who customarily and regularly receive gratuities, (2)
 23 equal to eight and two-tenths per cent, and effective January 1, 2009,
 24 equal to eleven per cent of the minimum fair wage per hour, and
 25 effective January 1, 2014, equal to fifteen and six-tenths per cent of the
 26 minimum fair wage per hour, and effective January 1, 2015, and ending
 27 on June 30, 2019, equal to eighteen and one-half per cent of the minimum
 28 fair wage per hour for persons employed as bartenders who customarily
 29 and regularly receive gratuities, and (3) not to exceed thirty-five cents
 30 per hour in any other industry, and shall also recognize deductions and
 31 allowances for the value of board, in the amount of eighty-five cents for
 32 a full meal and forty-five cents for a light meal, lodging, apparel or other
 33 items or services supplied by the employer; and other special conditions
 34 or circumstances which may be usual in a particular employer-
 35 employee relationship. The commissioner may provide, in such
 36 regulations, modifications of the minimum fair wage herein established
 37 for learners and apprentices; persons under the age of eighteen years;
 38 and for such special cases or classes of cases as the commissioner finds
 39 appropriate to prevent curtailment of employment opportunities, avoid
 40 undue hardship and safeguard the minimum fair wage herein
 41 established. Regulations in effect on July 1, 1973, providing for a board
 42 deduction and allowance in an amount differing from that provided in
 43 this section shall be construed to be amended consistent with this
 44 section. Nothing in this section, or any regulation adopted pursuant to
 45 this section, shall be construed to require the Labor Commissioner to
 46 recognize, as part of the minimum fair wage, gratuities in an amount
 47 equal to the difference between the minimum fair wage and the
 48 employer's share for persons who are employed at a cannabis
 49 establishment. For purposes of this subsection, "cannabis establishment"

50 has the same meaning as provided in section 21a-420.

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

57 (d) (1) Effective July 1, 2019, the Labor Commissioner shall recognize,
58 as part of the minimum fair wage, gratuities in an amount equal to the
59 difference between the minimum fair wage and the employer's share
60 per hour for persons, other than bartenders, who are employed in the
61 hotel and restaurant industry, including a hotel restaurant, who
62 customarily and regularly receive gratuities. The Labor Commissioner
63 shall also recognize, as part of the subminimum wage established in
64 subdivision (5) of subsection (i) of section 31-58, gratuities in an amount
65 equal to the difference between such subminimum wage and the
66 employer's share per hour for persons, other than bartenders, who are
67 employed in the hotel and restaurant industry, including a hotel
68 restaurant, who customarily and regularly receive gratuities.

69 (2) Effective July 1, 2019, the Labor Commissioner shall recognize, as
70 part of the minimum fair wage, gratuities in an amount equal to the
71 difference between the minimum fair wage and the employer's share
72 per hour for persons employed as bartenders who customarily and
73 regularly receive gratuities.

74 (3) As used in this subsection "employer's share" means (A) six dollars
75 and thirty-eight cents per hour for persons, other than bartenders, who
76 are employed in the hotel and restaurant industry, including a hotel
77 restaurant, who customarily and regularly receive gratuities, and (B)
78 eight dollars and twenty-three cents per hour for persons employed as
79 bartenders who customarily and regularly receive gratuities.

80 (4) Notwithstanding any other law or regulation, any claim brought

81 under this subsection, section 31-68 as it relates to gratuities as part of
82 the minimum wage or section 31-62-E3 of the regulations of Connecticut
83 state agencies filed after September 24, 2022, shall be adjudicated, solely,
84 under section 31-60-2 of the regulations of Connecticut state agencies
85 effective on September 24, 2020, and any amendments thereto.

86 (e) On and after October 1, 2020, no employer may take any action to
87 displace an employee, including, but not limited to, a partial
88 displacement of an employee, such as reducing the employee's hours,
89 wages or employment benefits, for purposes of hiring persons under the
90 age of eighteen years at a rate below the minimum fair wage. If the Labor
91 Commissioner determines that an employer has violated this
92 subsection, the commissioner shall suspend the employer's right to pay
93 the reduced rate for employees for a period of time specified in
94 regulations adopted pursuant to subsection (b) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2025	31-60

Statement of Purpose:

To clarify that persons employed at cannabis establishments are to be paid the minimum fair wage.

[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.]