

2017 Employment Law Update

Below are the significant changes relevant to Connecticut employers for 2017:

1. Beginning on January 22, 2017, employers must only use the revised Form I-9 version dated November 14, 2016. Overall, the revisions are designed to make it more user-friendly and easier to complete online. Some changes include:
 - Informational prompts are included on the form;
 - Employees only need to provide “other last names used” in Section 1, Employee Information and Attestation, rather than all “other names used”;
 - The employee certification in Section 1 is streamlined for certain foreign nationals;
 - There is an addendum page to enter multiple preparers and translators, when applicable; and
 - In Section 2, Employer or Authorized Representative Review and Verification, there is a dedicated area to enter additional information that employers have previously been required to notate in the margins of the form.

Most importantly, however, the list of acceptable documents that the employee may present in order to establish identity and employment authorization has not changed.

2. The Fair Chance Employment law became effective January 1, 2017 and prohibits employers from inquiring about an applicant’s criminal background history on an employment application. There are two exceptions to the rule in that employers may ask questions about criminal history on applications where: (1) required to do so by law; or (2) a security or fidelity bond or equivalent bond is required for the position. In addition, employers may not at any time ask about criminal records that have been “erased” by statute.
3. On January 1, 2017, Connecticut’s minimum, server and bartender wages increased. Minimum wage increased to \$10.10 an hour. Employers may pay qualified servers \$6.38 an hour for non-overtime hours and \$11.43 an hour for all hours over 40 in a week. Employers may pay qualified bartenders \$8.23 an hour for non-overtime hours and \$13.28 an hour for all hours over 40 in a week.

This update is in addition to the 2016 Labor and Employment Handbook for Connecticut Restaurants

