

Connecticut Law (C.G.S. 31-18) Regarding
Employment of Minors in Restaurant/Food Service

Time and Hour Restrictions for Young Persons Under Age 18

During school weeks (16-17 years of age):
6 a.m. to 11 p.m. (midnight if no school the next day) no more than 6 hours per day/32 hours per week.
No more than 8 hours per day on non-school days or days not preceding a school day (generally Friday, Saturday or Sunday).

During non-school weeks (16-17 years of age):
8 hours per day/48 hours per week — no more than 6 days per week.

Minors who have withdrawn from school
may work no more than 9 hours per day within the times listed for non-school weeks.

No person under age 16 may be employed in a restaurant or public dining room.

Minimum Wage

- \$8.70 per hour effective Jan. 1, 2014
\$9.15 per hour effective Jan. 1, 2015
\$9.60 per hour effective Jan. 1, 2016
\$10.10 per hour effective Jan. 1, 2017

A Statement of Age/Working Paper is required for all employees under the age of 18.

INQUIRIES OR COMPLAINTS OF VIOLATION SHOULD BE SENT TO:
CONNECTICUT DEPARTMENT OF LABOR — WAGE & WORKPLACE STANDARDS DIVISION
200 FOLLY BROOK BOULEVARD — WETHERSFIELD, CT 06109
(860) 263-6791 — www.ct.gov/dol

This notice shall be posted in a conspicuous place in rooms where minors are employed.

WPR-1

RESTAURANT-RELATED CONNECTICUT GENERAL STATUTES

Sec. 31-23. Employment of minors prohibited in certain occupations.
Exceptions. (a) No minor under sixteen years of age shall be employed or permitted to work in any manufacturing, mechanical, mercantile or theatrical industry, restaurant or public dining room, or in any bowling alley, shoe-shining establishment or barber shop, provided the Labor Commissioner may authorize such employment of any minor between the ages of fourteen and sixteen who is enrolled in (1) a public school in a work-study program as defined and approved by the Commissioner of Education and the Labor Commissioner or in a program established pursuant to section 10-20a or (2) a summer work-recreation program sponsored by a town, city or borough or by a human resources development agency which has been approved by the Labor Commissioner, or both, and provided the prohibitions of this section shall not apply to any minor over the age of fourteen who is under vocational probation pursuant to an order of the Superior Court as provided in section 46b-140 or to any minor over the age of fourteen who has been placed on vocational parole by the Commissioner of Children and Families.
(d) Each person who employs a minor under the age of eighteen years shall obtain a certificate stating the age of such minor as provided in section 10-193. Such certificates shall be kept on file at the place of employment and shall be available at all times during business hours to the inspectors of the Labor Department.
Sec. 31-18. Hours of labor of minors, elderly and handicapped persons in certain other establishments. (a) No public restaurant, cafe, dining room, barber shop, hairdressing or manicuring establishment, amusement or recreational establishment, bowling alley, shoe-shining establishment, billiard or pool room or photograph gallery shall employ or permit to work any person under eighteen years of age (1) between the hours of ten o'clock in the evening and six o'clock in the morning, or any of the persons described below under conditions herein set forth more than nine hours in any day: (A) Persons sixty-six years of age or older, except with their consent; (B) handicapped persons, so designated by medical or governmental authority, except with their consent and after certification by a physician that the extended hours of work will not be injurious to their health; (C) disabled veterans, as defined under state or federal law, except with their consent and after certification by a physician that the extended hours of work will not be injurious to their health; provided any such person may be permitted to work in any such establishment one day in a week for not more than ten hours on such day, but not more than six days or forty-eight hours in any one week, and provided further, persons between sixteen and eighteen years

of age may be employed in any amusement or recreational establishment, restaurant, cafe or dining room, or employed in any theater until twelve o'clock midnight unless such persons are regularly attending school in which case such minors may be employed until eleven o'clock in the evening on days which precede a regularly scheduled school day and until twelve o'clock midnight during any regular school vacation season and on days which do not precede a regularly scheduled school day, and (2) more than (A) six hours in any regularly scheduled school day unless the regularly scheduled school day immediately precedes a nonschool day or eight hours in any other day, and (B) thirty-two hours in any calendar week during which the school in which such person is enrolled is in session or forty-eight hours in any other calendar week during which the school in which such person is enrolled is not in session. Notwithstanding any provision of this section, the number of hours such person participates in a work experience that is part of an approved educational plan, cooperative program or school-to-work program shall not be counted against the daily or weekly limits set forth in this section.
(b) The hours of labor of such persons shall be conspicuously posted in such establishment in such form and manner as the Labor Commissioner determines.
(c) The provisions of this section shall not apply to any person under eighteen years of age who has graduated from a secondary educational institution.
Sec. 31-15a. Criminal penalty. Any employer, officer, agent or other person who violates any provision of section 31-12, 31-13 or 31-14, subsection (a) of section 31-15 or section 31-18, 31-23 or 31-24 shall be fined not less than two thousand nor more than five thousand dollars or imprisoned not more than five years, or both, for each offense.
Sec. 31-69a. Additional penalty. (a) In addition to the penalties provided in this chapter and chapter 568, any employer, officer, agent or other person who violates any provision of this chapter or subsection (g) of section 31-288, shall be liable to the Labor Department for a civil penalty of three hundred dollars for each violation of said chapters and for each violation of subsection (g) of section 31-288.
(b) In addition to the penalties provided in this chapter and chapter 557, any employer, officer, agent or other person who violates any provision of section 31-12, 31-13 or 31-14, subsection (a) of section 31-15 or section 31-18, 31-23 or 31-24 shall be liable to the Labor Department for a civil penalty of six hundred dollars for each violation of said sections.

REV. 05/2014



To update your labor law posters
contact J. J. Keller & Associates, Inc.
JJKeller.com/laborlaw
800-327-6868



TWO ways to verify poster compliance!

QR CODE Scan with phone camera:
OR
ONLINE Go to: JJKeller.com/LLPverify
Enter this code: 62992-052014