



## ATTENTION CONNECTICUT EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** that your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Effective July 1st, 2022, employers are required to provide its employees with a written notice about their rights under the **Connecticut Family and Medical Leave Act (CTFMLA) & Connecticut Paid Leave Act (CTPL)**. Go to our Free Specialty Posters page at the following address to download the **Connecticut Paid Leave Template notice**: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- Per the Pregnancy Discrimination and Accommodation in the Workplace law, in addition to posting the notice provided by the state, the notice should also be given:
  - To all new employees upon commencement of employment
  - Within 10 days after an employee notifies the employer that she is pregnant or has a related condition
- Employers should review the **Workers' Compensation Notice to Employees** poster and fill in any information that applies to them.
- Obtain a copy of the **Unemployment Insurance** poster. This poster must be obtained directly from the state Department of Labor because it contains information specific to your company. To request this poster, call the Employer Status Unit at (860) 263-6550.
- The following industries are required to post **Human Trafficking notices**: Publicly or privately-operated highway service plazas, hotels, motels, similar lodgings, and businesses that offer materials for sale or promote performances for adult audiences. Go to our Free Specialty Posters page at the following address to download the Connecticut Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- Locate the **Electronic Monitoring** notice on your state poster. This notice has 2 boxes in the heading. Check the box that applies to your company.
  - If your company conducts electronic monitoring:
    - Check off the types of electronic monitoring that may be used.
    - Fill in the name of the company representative to contact for additional information.
- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
  - Only employers who have registered should post the required posters, which can be downloaded free during registration.
  - DHS prohibits commercial sale of these posters by third parties.

For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at [www.e-verify.gov](http://www.e-verify.gov) or call 888-464-4218.

- Your state has a **No Smoking law**. Smoking is prohibited in all workplaces with 5 or more employees; however, employers may provide a dedicated smoking room as long as it conforms to OSHA guidelines for ventilation and guidelines set forth in Sec 19a-342. Employers must post required signs in their places of business in specific locations, such as building or room entrances. These location requirements cannot be met by including a no smoking sign on your labor law poster. Poster Compliance Center provides Free Specialty Posters that include certain state-specific signs. You can download a No Smoking or Vaping sign for your state on our Free Specialty Labor Law Posters page at the following address: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

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Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

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