

Connecticut labor law checklist 2026

Minimum wage	\$16.94 an hour.
Tipped cash wage	\$6.38 for hotel and restaurant workers; \$8.23 for bartenders.
Next change	\$17.48 on January 1, 2027
Overtime	The federal FLSA rule applies: overtime at 1.5 times the regular rate after 40 hours in a workweek. There is no daily overtime rule.
Exempt salary test	Federal \$684 a week (\$35,568 a year).
Meal breaks	A 30-minute meal period for employees working 7.5 or more consecutive hours, taken after the first 2 hours and before the last 2 hours.
Rest breaks	No state rest break law for adults. Under federal law, short breaks of 5 to 20 minutes that you choose to give must be paid.
Final pay if fired	By the next business day.
Final pay if they quit	By the next regular payday.
Unused PTO	Not required by state law. Follow your written policy or contract, and apply it consistently.
Paid sick leave	Paid sick leave of 1 hour for every 30 hours worked, up to 40 hours a year. In 2026 it covers employers with 11 or more employees, and in 2027 it covers employers of every size.
Paid family leave	CT Paid Leave: up to 12 weeks of paid family and medical leave, funded by a 0.5 percent employee payroll deduction.
Pay transparency	Pay range required on request, or before an offer is made, and to current employees on request.
New hire reporting	Report each new hire within 20 days of the hire date, the federal deadline.
State income tax	Withhold state income tax.
State agency	Connecticut Department of Labor: https://www.ct.gov/dol

What trips up Connecticut employers

- ☐ Paid sick leave now covers employers with 11 or more employees, and all employers starting January 1, 2027.
- ☐ Employers must withhold the 0.5 percent CT Paid Leave contribution and remit it quarterly.
- ☐ Applicants can ask for a pay range, and you must give it before discussing compensation or making an offer.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: hrtally.com/state-labor-laws

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