

NOTICE TO EMPLOYEES

Your employer has provided for the payment of Benefits under the Workers' Compensation Act by insuring with:



IN COOPERATION WITH LAWLEY

IN CASE OF WORK-RELATED INJURY

We have supplied a list of conveniently located medical practitioners that represent a range of specialties typically required to treat workplace injuries and illnesses. As always our goal is to facilitate quality care and a rapid return to work.

Olean General Hospital Celinda M Austin-Strick, MS	908 Niagara Falls Blvd Ste 208 NORTH TONAWANDA, NY 14120	(716)692-3302	Orthopedics
WellNow Urgent Care	3190 Niagara Falls Blvd BUFFALO, NY 14228	(716)799-1002	Occupational Medicine
WellNOW	3190 Niagara Falls Blvd AMHERST, NY 14228	(716)799-1002	Occupational Medicine
Western New York Immediate Care	2099 Niagara Falls Blvd AMHERST, NY 14228	(716)564-2273	Occupational Medicine
Siedlecki Cataract and Vision Care Andrew Siedlecki, MD	2875 Niagara Falls Blvd BUFFALO, NY 14228	(716)634-8500	Ophthalmology
Roswell Park Cancer Institute Corpo Mark J Lema, MD	Elm & Carlton Streets BUFFALO, NY 14228	(716)845-2300	Physical Medicine
Erie County Medical Center Corporat Joseph Kowalski, MD	908 Niagara Falls Blvd Ste 208 NORTH TONAWANDA, NY 14120	(716)692-3302	Orthopedics
MITCHELL SCRIPT ADVISOR		(866)846-9279	Pharmacy
One Call Care Diagnostitic		(800)872-2875	Radiology (X-Ray, CAT Scan, MRI)
Align Networks, Inc.		(866)389-0211	Physical Therapy

All insurance company affiliates of Berkshire Hathaway GUARD Insurance Companies feature toll-free claims reporting available 24 hours a day, seven days a week. By dialing 888-639-2567 immediately (only emergency care should come first), you can ensure the fastest possible processing of your claim and can take full advantage of the assistance we are able to offer. Other benefits include reduced paperwork on your part and instruction on the various steps which will occur during the balance of your case.

If you have any questions, give us a call at 800-673-2465. Our representatives are on hand to assist you. Although you may elect to visit a practitioner not shown on this list, we urge you to consider the decision carefully.

**ALL INJURIES, NO MATTER HOW MINOR, SHOULD BE REPORTED
IMMEDIATELY TO YOUR SUPERVISOR. TOGETHER, CALL US AT 888-NEW-CLMS
AS SOON AS POSSIBLE!**

**This panel is for the following
location on your policy, 001:**

ATLAS PAINTING AND SHEETING CORP
465 Creekside Dr
Amherst, NY 14228

R2WC310840

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Your employer has provided for the payment of Benefits under the Workers' Compensation Act by insuring with:



IN COOPERATION WITH LAWLEY

IN CASE OF WORK-RELATED INJURY

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Connecticut Orthopaedic Specialists Martin J White, MD	330 Boston Post Rd ORANGE, CT 06477	(203)407-3550	Orthopedics
Robert A Linden Robert T Sadock, MD	150 Sargent Dr NEW HAVEN, CT 06511	(203)503-3000	Occupational Medicine
Hospital of Saint Raphael	1450 Chapel St NEW HAVEN, CT 06511	(203)789-3000	Occupational Medicine
Tedd L Weisman, MD	330 Boston Post Rd ORANGE, CT 06477	(203)407-3550	Orthopedics
Stephen B Castracane, MD	655 Saw Mill Rd Ste 5 WEST HAVEN, CT 06516	(203)934-2222	Ophthalmology
General Medical Practice Of West Ha Mallasetappa S Umapathy, MD	309 Main St WEST HAVEN, CT 06516	(203)933-4001	General Practitioner
Rowland B Mayor, MD	464 Boston Post Rd ORANGE, CT 06477	(203)752-3100	Orthopedics
MITCHELL SCRIPT ADVISOR		(866)846-9279	Pharmacy
One Call Care Diagnostic		(800)872-2875	Radiology (X-Ray, CAT Scan, MRI)
Align Networks, Inc.		(866)389-0211	Physical Therapy

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AS SOON AS POSSIBLE!**

**This panel is for the following
location on your policy, 002:**

ATLAS PAINTING AND SHEETING CORP
Route I-95 Over Mnrr
West Haven, CT 06516

R2WC310840



SEXUAL HARASSMENT IS ILLEGAL

and is prohibited by

**The Connecticut Discrimination Employment Practices Act, and
Title VII of the Civil Rights Act of 1964**

Sexual harassment means: "Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

Individuals who engage in acts of sexual harassment may be subject to civil and criminal penalties.

Examples of Sexual Harassment	Remedies For Sexual Harassment
<ul style="list-style-type: none">• Unwelcome sexual advances• Suggestive or lewd remarks• Unwanted hugs, touches, or kisses• Requests for sexual favors• Retaliation for complaining about sexual harassment• Derogatory or pornographic posters, cartoons or drawings	<ul style="list-style-type: none">• Cease and desist orders• Back pay• Compensatory damages• Hiring, promotion or reinstatement• Emotional distress damages

Connecticut law requires that a written complaint be filed with the Commission within 300 days of the date the alleged harassment for events occurring on or after October 1, 2019. For harassment occurring before October 1, 2019, complaints must be filed within 180 days of the harassment.

If you feel you have been discriminated against, contact the Connecticut Commission on Human Rights and Opportunities at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO



EL ACOSO SEXUAL ES ILEGAL

y está prohibido por

**La Ley de Prácticas de Empleo de Discriminación de Connecticut, y
El Título VII de la Ley de Derechos Civiles de 1964**

El acoso sexual significa: "Cualquier avance sexual no deseado, o solicitud de favores sexuales, o cualquier conducta de naturaleza sexual cuando:

- (1) La sumisión a dicha conducta se hace explícita o implícitamente un término o condición del empleo de un individuo;
- (2) La sumisión o rechazo de dicha conducta por parte de un individuo se utiliza como base para decisiones de empleo que afectan a dicho individuo; o
- (3) Tal conducta tiene el propósito o efecto de interferir sustancialmente con el desempeño laboral de un individuo o crear un ambiente de trabajo intimidante, hostil u ofensivo ".

Las personas que participan en actos de acoso sexual pueden recibir sanciones civiles y penales.

Ejemplos de acoso sexual	Remedios para el acoso sexual
<ul style="list-style-type: none">• Avances sexuales no deseados• Comentarios sugestivos o lascivos• Abrazos, toques o besos no deseados.• Solicitudes de favores sexuales.• Represalias por quejarse por acoso sexual.• Carteles, dibujos animados o dibujos despectivos o pornográficos.	<ul style="list-style-type: none">• Órdenes de cesar y desistir• Pago atrasado• Daños compensatorios• Contratación, promoción o reinstalación• Daños por angustia emocional

La ley de Connecticut requiere que se presente una queja escrita ante la Comisión dentro de los 300 días del presunto acoso si ocurrió a partir del 1 de octubre de 2019. Para el acoso que ocurra antes del 1 de octubre de 2019, las quejas deben presentarse dentro de los 180 días.

Si siente que ha sufrido discriminación, comuníquese con la Comisión de Derechos Humanos y Oportunidades de Connecticut al 860-541-3400, llamada gratuita al 1-800-477-5737, o en www.ct.gov/CHRO

Discrimination is Illegal

Connecticut law prohibits discrimination in

EMPLOYMENT

On the basis of

age
ancestry
color
genetic information
learning disability
marital status
past or present history of mental disability
intellectual disability
national origin
physical disability
race
religious creed
sex, including pregnancy, sexual harassment,
transgender status, gender identity or expression,
sexual orientation or civil union status
workplace hazards to reproductive systems
criminal record (in state employment and licensing)
Veteran status

In

recruiting
hiring
referring
classifying
promoting
advertising
discharging
training
laying off
compensating
terms and conditions

By

employers
employment agencies
labor organization

If you believe you have experienced illegal discrimination, the CT Commission on Human Rights will investigate without cost to you. It is illegal for anyone to retaliate against you for filing a complaint.

For assistance contact:

Connecticut Commission on Human Rights & Opportunities

Southwest Region	350 Fairfield Avenue, Bridgeport, CT 06604
West Capitol Region	55 West Main Street, Suite 210, Waterbury, CT 06702
Capitol Region	450 Columbus Blvd Suite 2, Hartford, CT 06103
Eastern Region	100 Broadway, Norwich, CT 06360
Administrative Office	450 Columbus Blvd Suite 2, Hartford, CT 06103

Telephone

203-579-6246
203-805-6579
860-566-7710
860-886-5703
860-541-3400

TDD

203-579-6246
203-805-6579
860-566-7710
860-886-5707
860-541-3459

FAX

203-579-6950
203-805-6559
860-566-1997
860-886-2550
860-246-5419

website: www.state.ct.us/chro

This notice provides general information about Connecticut law and is not to be considered as equivalent of the complete text.

Connecticut law prohibits discrimination in

HOUSING & PUBLIC ACCOMODATIONS

On the basis of

age
ancestry
breastfeeding in a place of
public accommodation
color
familial status (in housing)
lawful source of income
learning disability
marital status
mental disability
intellectual disability
national origin
physical disability
race
religious creed
sex, transgender status,, gender identity
or expression, sexual orientation or
civil union status
use of a guide dog/training a guide dog
Veteran status

In

services rendered the public
rentals and sales of public and private housing

Connecticut law prohibits discrimination in

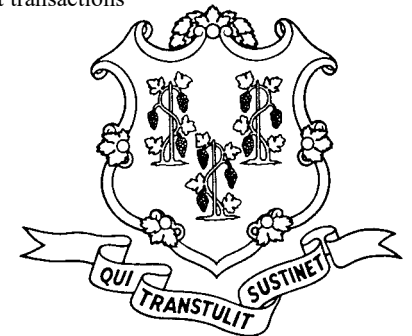
CREDIT TRANSACTIONS

On the basis of

age
ancestry
blindness
color
learning disability
marital status
intellectual disability
national origin
physical disability
race
religious creed
sex, transgender status, gender
identity or expression, sexual
orientation or civil union status
Veteran status

In

loans
mortgages
any credit transactions



NOTICE

TO THE EMPLOYEES OF

Atlas Painting and Sheeting Corp.

In accordance with §31-48d of the Connecticut General Statutes, this will serve as notice that this employer may engage in the following types of **Electronic Monitoring** of employees' activities or communications;

- Telephone (If Company Supplied)
- Camera (including hidden cameras)
- Computer (If Company Supplied)
- Radio
- Wire
- Electromagnetic
- Photoelectronic
- Photo-optical
- Other _____

If you have any questions regarding this notice,

contact Robert Cohan (716) 564-0490

(Company Representative)

for additional information.

Sec. 31-48d. Employers engaged in electronic monitoring required to give prior notice to employees. Exceptions. Civil penalty. (a) As used in this section:

(1) "Employer" means any person, firm or corporation, including the state and any political subdivision of the state which has employees;

(2) "Employee" means any person who performs services for an employer in a business of the employer, if the employer has the right to control and direct the person as to (A) the result to be accomplished by the services, and (B) the details and means by which such result is accomplished; and

(3) "Electronic monitoring" means the collection of information on an employer's premises concerning employees' activities or communications by any means other than direct observation, including the use of a computer, telephone, wire, radio, camera, electromagnetic, photoelectronic or photo-optical systems, but not including the collection of information (A) for security purposes in common areas of the employer's premises which are held out for use by the public, or (B) which is prohibited under state or federal law.

(b) (1) Except as provided in subdivision (2) of this subsection, each employer who engages in any type of electronic monitoring shall give prior written notice to all employees who may be affected, informing them of the types of monitoring which may occur. Each employer shall post, in a conspicuous place which is readily available for viewing by its employees, a notice concerning the types of electronic monitoring which the employer may engage in. Such posting shall constitute such prior written notice.

(2) When (A) an employer has reasonable grounds to believe that employees are engaged in conduct which (i) violates the law, (ii) violates the legal rights of the employer or the employer's employees, or (iii) creates a hostile workplace environment, and (B) electronic monitoring may produce evidence of this misconduct, the employer may conduct monitoring without giving prior written notice.

(c) The Labor Commissioner may levy a civil penalty against any person that the commissioner finds to be in violation of subsection (b) of this section, after a hearing conducted in accordance with sections 4-176e to 4-184, inclusive. The maximum civil penalty shall be five hundred dollars for the first offense, one thousand dollars for the second offense and three thousand dollars for the third and each subsequent offense.

(d) The provisions of this section shall not apply to a criminal investigation. Any information obtained in the course of a criminal investigation through the use of electronic monitoring may be used in a disciplinary proceeding against an employee.

(P.A. 98-142.)

sick. with worry.



Nothing is more important than your health. Under Connecticut law you have rights in health insurance – it's important to know what they are.

The Office of the Healthcare Advocate can help you understand your rights and assist with appeals.

Learn more by contacting us: 866.HMO.4446 or ct.gov/oha.



Office of the
Healthcare
Advocate
STATE OF CONNECTICUT

There's help. Call 1.866.HMO.4446

ct.gov/oha

A free service of the State of Connecticut.

JOB SAFETY & HEALTH PROTECTION

STATE OF CONNECTICUT

THE CONNECTICUT OCCUPATIONAL SAFETY AND HEALTH ACT OF 1973 AS AMENDED BY PUBLIC ACT 77-610 PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR EMPLOYEES OF STATE AND LOCAL GOVERNMENT AGENCIES (PUBLIC EMPLOYERS). THE PURPOSE OF THIS STATE LAW IS TO ASSURE SAFE AND HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE.

THE CONNECTICUT STATE LABOR DEPARTMENT HAS PRIMARY RESPONSIBILITY FOR ADMINISTERING THE ACT. THE DEPARTMENT ISSUES OCCUPATIONAL SAFETY AND HEALTH STANDARDS, REGULATIONS AND ORDERS, AND EMPLOYERS AND EMPLOYEES IN THE PUBLIC SECTOR ARE REQUIRED TO COMPLY WITH THESE STANDARDS, REGULATIONS AND ORDERS.

EMPLOYERS

Each public employer must furnish to employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to employees. Public employers must comply with occupational safety and health standards issued under the Act.

EMPLOYEES

Public employees must comply with all occupational safety and health standards, rules, regulations and orders issued under the Act that apply to their own actions and conduct on the job.

INSPECTION

The Act requires that a representative of the public employer and a representative authorized by the public employees be given an opportunity to accompany the CONN-OSHA inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the CONN-OSHA Compliance Officer must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

COMPLAINT

Public employees or their representatives have the right to file a complaint with the Connecticut Department of Labor requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. CONN-OSHA will withhold, on request, names of employees complaining.

The Act provides that public employees may not be discharged or discriminated against in any way for filing safety and health complaints or for otherwise exercising their rights under the Act.

Public employees who believe they have been discriminated against may file a complaint within 180 days of the alleged discriminatory action with the Connecticut Department of Labor, OSHA Division.

CITATION

If upon inspection the Connecticut Department of Labor believes an employer has violated the Act, a citation alleging such violations will be issued to the public employer. Each citation will specify a time period within which the alleged violation must be corrected.

Citations issued by the Connecticut Department of Labor must be prominently displayed at or near the place of alleged violation for three days, or until it is corrected, whichever is later, to warn public employees of dangers that may exist there.

PROPOSED PENALTY

Under a plan approved October 2, 1978 and certified August 16, 1986 by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Connecticut is providing job safety and health protection for workers in the public sector throughout the State. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding the State administration of this plan directly to the Regional Office of OSHA, JFK Federal Building, Room E-340, Boston, Massachusetts 02203. Telephone: (617) 565-9860 Fax: (617) 565-9827.

The Act provides for mandatory penalties against public employers of up to \$1,000 for each serious violation and for optional penalties of up to \$1,000 for each nonserious violation. Penalties of up to \$1,000 per day may be proposed for failure to correct violations within the time period set in the citation. Also, a public employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$10,000 for each violation.

There are also provisions for criminal penalties. Any willful violation resulting in death of a public employee, upon conviction, is punishable by a fine of not more than \$10,000, or by imprisonment for up to six months, or both. Conviction of a public employer after a first conviction doubles these maximum penalties.

VOLUNTARY ACTIVITY

While providing penalties for violations, the Act also encourages efforts by labor and management, before CONN-OSHA inspection, to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries. There are many public organizations that can provide information and assistance in this effort, if requested.

CONSULTATION/TRAINING

Free assistance in identifying and correcting hazards and in improving safety and health management is available to public employers, without citation or penalty, through CONN-OSHA consultation and training services.

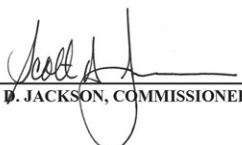
POSTING INSTRUCTIONS

Under provisions of the Act, public employers must post this notice in each establishment and in a conspicuous place or places where notices to employees are customarily posted. Steps shall be taken to insure that this notice is not altered, or covered by other material.

More Information

Additional information and copies of the Act, specific OSHA safety and health standards, training and other applicable regulations may be obtained from your employer or by contacting the Department of Labor, Division of Occupational Safety and Health, 38 Wolcott Hill Road, Wethersfield, Connecticut 06109
Tel #: (860) 263-6900
Fax #: (860) 263-6940
Website: www.ct.gov/dol




SCOTT D. JACKSON, COMMISSIONER

For after hours fatality/catastrophe reporting: 1-866-241-4060 Website: www.ct.gov/dol

KNOW YOUR RIGHTS

HAVE YOU BEEN DISCRIMINATED AGAINST ON THE BASIS OF YOUR LESS-THAN-HONORABLE MILITARY DISCHARGE STATUS?

Former service members, you have a right to equal employment opportunities.

EMPLOYERS MAY BE SUBJECT TO LIABILITY UNDER THE CONNECTICUT FAIR EMPLOYMENT PRACTICES ACT (Section 46a-60(b) of the Connecticut General Statutes)

Connecticut law bars discrimination in employment on the basis of race, color, religious creed, age, sex, sexual orientation, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness, or, as of **10/1/2017**, honorably-discharged veterans.

Under state and federal law, employers may not adopt policies that produce disparate impacts on protected classes unless they can demonstrate a business necessity. Because people of color, LGBT people, and people with disabilities have been shown to receive disproportionately higher rates of less-than-honorable discharges from military service, it may be **illegal discrimination** for an employer to refuse to hire you or terminate your employment because of your less-than-honorable military discharge status if you identify as member of one of the aforementioned groups. This is in line with the Equal Employment Opportunity Commission which has found that employers' use of discharge status can violate federal law, as Black service members face systemic discrimination in the military justice system and are more likely to receive less-than-honorable discharges.

Specific examples of potentially discriminatory policies include:

- (1) Employer policies that explicitly or effectively barred you from obtaining employment because of a less-than-honorable discharge from the military;
- (2) Veterans preference programs that categorically exclude individuals with less-than-honorable discharges;
- (3) Employers using military discharge information without providing you an opportunity to explain why such information is irrelevant or should not be considered.

If you believe that you have been discriminated against, or have any questions about your rights to equal employment opportunities, **CONTACT YOUR REGIONAL OFFICE AT THE CONNECTICUT COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES (CHRO).**

Connecticut law requires that a formal written complaint be filed within 180 days of the date of the alleged act of discrimination, or within 180 days of when you reasonably became aware of the act.



Opportunity * Guidance * Support



THIS IS A PUBLIC WORKS PROJECT

Covered by the

PREVAILING WAGE LAW

CT General Statutes Section 31-53

**If you have QUESTIONS regarding your wages
CALL (860) 263-6790**

Section 31-55 of the CT State Statutes requires every contractor or subcontractor performing work for the state to post in a prominent place the prevailing wages as determined by the Labor Commissioner.

NOTICE

Connecticut General Statutes §§ 46a-60(a), (b)(7), (d)(1) Pregnancy Discrimination and Accommodation in the Workplace

Covered Employers

Each employer with more than 3 employees must comply with these anti-discrimination and reasonable accommodation laws related to an employee or job applicant's pregnancy, childbirth or related conditions, including lactation.

Prohibition of Discrimination

No employer may discriminate against an employee or job applicant because of her pregnancy, childbirth or other related conditions (e.g., breastfeeding or expressing milk at work).

Prohibited discriminatory conduct includes:

- Terminating employment because of pregnancy, childbirth or related condition
- Denying reasonable leave of absence for disability due to pregnancy (e.g., doctor prescribed bed rest during 6-8 week recovery period after birth)*
- Denying disability or leave benefits accrued under plans maintained by the employer
- Failing to reinstate employee to original job or equivalent position after leave
- Limiting, segregating or classifying the employee in a way that would deprive her of employment opportunities
- Discriminating against her in the terms or conditions of employment

*Note: There is no requirement that the employee be employed for a certain length of time prior to being granted job protected leave of absence under this law.

Reasonable Accommodation

An employer must provide a reasonable accommodation to an employee or job applicant due to her pregnancy, childbirth or needing to breastfeed or express milk at work.

Reasonable accommodations include, but are not limited to:

- Being permitted to sit while working
- More frequent or longer breaks
- Periodic rest
- Assistance with manual labor
- Job restructuring
- Light duty assignments
- Modified work schedules
- Temporary transfers to less strenuous or less hazardous work
- Time off to recover from childbirth (prescribed by a Doctor, typically 6-8 weeks)
- Break time and appropriate facilities (not a bathroom) for expressing milk

Denial of Reasonable Accommodation

No employer may discriminate against employee or job applicant by denying a reasonable accommodation due to pregnancy.

Prohibited discriminatory conduct includes:

- Failing to make reasonable accommodation (and is not an undue hardship)**
- Denying job opportunities to employee or job applicant because of request for reasonable accommodation

- Forcing employee or job applicant to accept a reasonable accommodation when she has no known limitation related to pregnancy or the accommodation is not required to perform the essential duties of job
- Requiring employee to take a leave of absence where a reasonable accommodation could have been made instead

** Note: To demonstrate an undue hardship, the employer must show that the accommodation would require a significant difficulty or expense in light of its circumstances.

Prohibition of Retaliation

Employers are prohibited from retaliating against an employee because of a request for reasonable accommodation.

Notice Requirements

Employers must post or provide this notice to all existing employees by January 28, 2018; to an existing employee within 10 days after she notifies the employer of her pregnancy or related conditions; and to new employees upon commencing employment.

Complaint Process

CHRO

Any employee aggrieved by a violation of these statutes may file a complaint with the Connecticut Commission on Human Rights and Opportunities (CHRO). Complainants have 180 days from the date of the alleged act of discrimination, or from the time that you reasonably became aware of the discrimination, in which to file a complaint. It is illegal for anyone to retaliate against you for filing a complaint.

CHRO main number: 860-541-3400

CHRO website: www.ct.gov/chro/site/default.asp

CHRO link "How to File a Discrimination Complaint":

http://www.ct.gov/chro/taxonomy/v4_taxonomy.asp?DLN=45570&chroNav=|45570|

DOL

Additionally, women who are denied the right to breastfeed or express milk at work, or are discriminated or retaliated against for doing so, may also file a complaint with the Connecticut Department of Labor (DOL).

DOL phone number: 860-263-6791

DOL complaint form:

For English:

<http://www.ctdol.state.ct.us/wgwkstnd/forms/DOL-80%20fillable.doc>

For Spanish:

<http://www.ctdol.state.ct.us/wgwkstnd/forms/DOL-80S%20fillable-Spa.doc>

Connecticut Commission on Human Rights and Opportunities Issues Bluepaper on Pregnant Workers' Rights in Connecticut

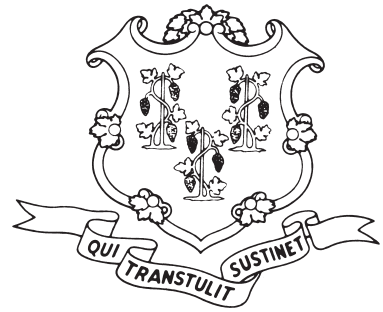
On April 23, 2019, the Connecticut Commission on Human Rights and Opportunities will issue a Best Practices Bluepaper clarifying the scope of pregnant workers' rights at work. Under the Connecticut Fair Employment Practices Act, an employer shall not terminate or otherwise discriminate against an employee or job applicant because of their pregnancy, childbirth, or related condition. An employer must also provide an employee or job applicant with reasonable accommodations or reasonable leave, unless doing so would cause an undue hardship.

The Bluepaper clarifies that:

- **Workers are entitled to reasonable accommodations for pregnancy, childbirth, and related conditions.** Pregnant employees can request accommodations so they can perform their duties. The request can be informal and employers cannot require medical documentation to accompany it. Most requests for reasonable accommodations, such as more frequent or longer breaks, light duty, or time-off to attend prenatal appointments, may reasonably be granted without the need for a doctor's note.
- **Workers are entitled to reasonable leaves of absence due to disability resulting from pregnancy.** "Disability" includes any pregnancy-related impairment or physical limitation imposed by pregnancy. An uncomplicated pregnancy typically gives rise to a need for six to eight weeks of leave, though workers have the right to take less leave and, sometimes, to take more.
- **Workers are entitled to reasonable accommodations and reasonable leaves of absences for any pregnancy-related condition or symptom.** These include common conditions and symptoms, such as nausea, dehydration, and postpartum depression.
- **Workers are entitled to reasonable accommodations for lactation needs.** Employers must allow employees to use their break time to express breast milk or breastfeed. An employer must also provide a room or other proximate location to express breastmilk.
- **Workers are entitled to confidentiality.** An employee may choose to keep any medical diagnosis confidential. Likewise, an employer should not directly contact the employee's doctor without first obtaining the employee's permission.
- **After a request has been made, employers should engage in good-faith discussion with employees regarding potential reasonable accommodations.** If an employee asks for an accommodation, the employer has a duty to work with them to determine what, if any, accommodation should be provided. If the requested accommodation would be an undue burden, the employer must discuss whether alternative accommodations may be effective in meeting the employee's needs.
- **It is illegal to retaliate against an employee for requesting a reasonable accommodation or leave.**

Connecticut workers who are pregnant, new parents, caregivers, or victims of family violence can call (203) 432-3800 for free and confidential legal advice from the Connecticut Work-Care Helpline, a project of the Worker & Immigrant Rights Advocacy Clinic at Yale Law School's Jerome N. Frank Legal Services Organization. Connecticut workers who have experienced a violation of their rights at work may also file a complaint with the Connecticut Commission on Human Rights and Opportunities: <https://www.ct.gov/chro/site/default.asp>.

NOTICE TO EMPLOYEES



State of Connecticut Workers' Compensation Commission

Revised 10-01-2017

The Workers' Compensation Act (Connecticut General Statutes Chapter 568) requires your employer,

to provide benefits to you in case of injury or occupational disease in the course of employment.

Section 31-294b of the Workers' Compensation Act states "Any employee who has sustained an injury in the course of his employment shall immediately report the injury to his employer, or some person representing his employer. If the employee fails to report the injury immediately, the commissioner may reduce the award of compensation proportionately to any prejudice that he finds the employer has sustained by reason of the failure, provided the burden of proof with respect to such prejudice shall rest upon the employer."

An injury report by the employee is NOT an official written notice of claim for workers' compensation benefits; the Workers' Compensation Commission's Form 30C is necessary to satisfy this requirement.

NOTE: You must comply with P. A. 17-141 (see next box, below) when filing a compensation claim.

The INSURANCE COMPANY or SELF-INSURANCE ADMINISTRATOR is:

Name _____

Address _____ Telephone _____

City/Town _____ State _____ Zip Code _____

Approved Medical Care Plan Yes No

The State of Connecticut Workers' Compensation Commission office for this workplace is located at:

Address _____ Telephone _____

City/Town _____ State _____ Zip Code _____

Public Act 17-141 allows an employer the option to designate and post – "in the workplace location where other labor law posters required by the Labor Department are prominently displayed" and on the Workers' Compensation Commission's website [wcc.state.ct.us] – a location where employees must file claims for compensation.

If your employer has listed a location below, you **MUST** file your compensation claim there.

When filing your claim, you are also required – by law – to send it by certified mail.

If blank below, ask your employer where to file your claim.

Employer Name _____

Address _____ Telephone _____

City/Town _____ State _____ Zip Code _____

THIS NOTICE MUST BE IN TYPE OF NOT LESS THAN TEN POINT BOLD-FACE AND POSTED IN A CONSPICUOUS PLACE IN EACH PLACE OF EMPLOYMENT. FAILURE TO POST THIS NOTICE WILL SUBJECT THE EMPLOYER TO STATUTORY PENALTY (Section 31-279 C.G.S.).

Date Posted: _____

Any questions as to your rights under the law or the obligations of the employer or insurance company should be addressed to the employer, the insurance company, or the Workers' Compensation Commission (1-800-223-9675).