

# Connecticut Domestic Employer Responsibilities

If you live in Connecticut, and employ any of the workers listed below in your home, then you have legal obligations as a domestic employer.



- Nanny
- Home Attendant
- Driver
- House Cleaner
- Chef
- Household Manager

Domestic workers have the following rights in Connecticut:

- **Minimum wage is \$16.94 effective Jan 1, 2026**



- **Overtime pay**

for hours worked over 40 per week is 1.5 times the regular rate.

- **Meal Periods:**

The worker is entitled to a 30 minute meal period if they work a shift of 7.5 hours or more, and the break is to occur after the first 2 hours and before the last 3 hours of the shift.



- The right to not be fired as an act of retaliation or for voicing their rights as a worker.



- **Unemployment Benefits:**

A worker can apply for benefits if they worked in your home and were paid at least \$1,000 in a 3-month period during the current year or the previous year.



- The employer must provide the domestic worker with a **written notice of rights** which includes: pay rate, hours, payment schedules, job duties, availability and rate of paid time off, fees for board and lodging, and how to file a complaint. Complaint forms are available on the web site of the Wage and Workplace Standards division of the Connecticut Department of Labor: <https://www.ctdol.state.ct.us/wgwkstnd/>

- The right to keep their identifying and other personal documents.

- A worker who suffers an injury or accident in the workplace can apply for **Workers Compensation** if they work in your home at least 26 hours per week. For more information, visit: <https://portal.ct.gov/WCC/Home-Hurt/If-You-Get-Hurt-At-Work>

- **Paid Leave:**

- All employees in Connecticut pay 0.5% of their income into the Paid Family and Medical Leave insurance pool.
- Employees may collect up to 12 weeks in income replacement benefits.
- Independent contractors can opt to contribute 0.5% of their “self employment income” to Paid Family and Medical Leave insurance.
- For more information visit: <https://ctpaidleave.org/>



- **Paid Sick Time:**

Effective January 1, 2026, Connecticut’s paid sick leave law will apply to employers with 11 or more employees, lowering the threshold from 25 employees in 2025.

Starting January 1, 2027, the law will cover almost all remaining employers with at least one employee.

Employees at these smaller companies will earn one hour of paid sick leave for every 30 hours they work, and this sick leave can be used after they have completed 120 days of employment.

For more information visit:

<https://www.ctdol.state.ct.us/wgwkstnd/sickleave.htm>



- **Protection against discrimination & harassment:**

- Workplace discrimination and sexual harassment are illegal.
- For more information visit: <https://ct.gov/CHRO>

Hand in Hand can help you make sure that your home is a fair workplace! We will answer your questions and help ensure you’re in compliance. Reach out to [erica@domesticemployers.org](mailto:erica@domesticemployers.org) to learn more.