



Connecticut wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified August 2026.

Minimum wage

\$16.94/hr (effective Jan 1, 2026), up from \$16.35. Single statewide rate, no local or employer-size variants. Indexed annually to the federal employment cost index under P.A. 19-4. Rises to \$17.48/hr on Jan 1, 2027 (announced Aug 5, 2026).

Overtime

1.5x the regular rate after 40 hours in a workweek (aligns with federal FLSA; Conn. Gen. Stat. § 31-76c). Each workweek stands alone; hours cannot be averaged across weeks.

Daily overtime

None. No daily overtime or double-time; overtime is weekly only. CTDOL: "No requirement to pay overtime on a daily basis, weekends, or holidays except by agreement."

Meal break

30-minute meal period required for employees working 7.5+ consecutive hours, taken after the first 2 hours and before the last 2 hours (Conn. Gen. Stat. § 31-51ii). May be unpaid if the employee is fully relieved of duty. Statutory exemptions apply (e.g., fewer than 5 employees on a shift, continuous/single-employee operations, public-safety situations).

Rest break

No state rest-break requirement for adults. Connecticut law does not mandate paid or unpaid short rest breaks; only the 30-minute meal period is required.

Final paycheck

If discharged/laid off by the employer: by the next business day after termination. If the employee quits/resigns: by the next regular payday (Conn. Gen. Stat. § 31-71c).

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified August 2026. Connecticut indexes its minimum wage to the federal employment cost index each year, and the next rate, \$17.48/hr, takes effect January 1, 2027 (announced August 5, 2026). Conn. Gen. Stat. § 31-48d requires prior written notice of electronic monitoring, which covers a GPS time clock, and Public Act 26-73 tightens that notice on October 1, 2026: it must name the specific workplace locations where monitoring may occur. This is general information, not legal or payroll advice. Check the Connecticut labor department for the current rules, and talk to a professional for your situation.

Primary source:

<https://portal.ct.gov/governor/news/press-releases/2025/09-2025/governor-lamont-announces-minimum-wage-will-increase>. Full list of sources: getclox.com/blog/connecticut-time-tracking.