

Connecticut

Connecticut Requires Employers to Provide Overtime Pay Code Notices

On May 11, 2026, Connecticut [enacted](#) a workforce bill, which, among other things, requires **employers with 100 or more employees** to provide notice of overtime pay codes to employees. The new overtime notice requirements take effect on **Oct. 1, 2026**.

Background

Connecticut law requires employers to compensate their employees at 1.5 times their regular wage rate for any overtime hours worked. Overtime hours are hours worked in excess of 40 hours in a workweek. The hours an employee works during one workweek may not be averaged with the hours worked in any other workweek.

In addition, Connecticut employers must provide each employee with an itemized statement at the time their wages are paid in writing or, with the employee's explicit consent, electronically. The itemized statement must show:

- The number of hours the employee worked during that pay period;
- The employee's gross wages (straight and overtime wages must be shown separately);
- A list of itemized deductions applied to the employee's wages for that pay period; and
- The employee's net earnings.

Employers do not have to provide a record of hours worked or the separation of straight time and overtime earnings for employees who are exempt from time record requirements and overtime wage laws under the Connecticut Minimum Wage Act or the federal Fair Labor Standards Act.

Overtime Pay Code Notice Requirements

Employers employing 100 or more employees must create a guide for overtime pay codes and the employer's most commonly used pay differentials, which may include:

- Shift differentials;
- On-call pay;
- Hazard pay;
- Call-back pay;

Highlights

May 11, 2026

Connecticut enacts overtime pay code notice requirements for employers employing 100 or more employees.

Oct. 1, 2026

The new overtime pay code notice requirements take effect.

- Holiday pay;
- Weekend pay; or
- Geographical pay differentials.

If applicable, each guide must include at least 10 pay codes. Employers must post the guides on their website in English, Spanish and the other most common languages spoken by their employees. Employers must include the contact information of a designated office or individual who handles employee disputes regarding calculations of hours and pay differentials. Employers are required to update their guides each time they add a new overtime pay code or pay differential. The law does not require employers to establish and maintain a website if they do not currently maintain one or establish new pay codes.

Employers must provide their employees with website addresses for their guides upon hire. Employers may comply with this requirement by providing a written copy of such guides to an employee upon hire in English and the employee's primary language. In addition, employers must provide the website address to such guides on each record of hours provided to employees.

Employers may use a third-party payroll service that provides pay code guides to comply with the law's overtime notice requirements.

Next Steps for Employers

Covered employers may take steps now to prepare to comply with overtime pay code notice requirements, such as developing and publishing pay code guides or working with their payroll provider to do so.
