



General Assembly

January Session, 2009

Committee Bill No. 362

LCO No. 3070

03070SB00362LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT CONCERNING EQUAL PAY FOR EQUAL WORK.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-75 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective from passage*):

3 (a) No employer shall discriminate in the amount of compensation
4 paid to any employee solely on the basis of sex for any job that
5 requires equal skill, effort and responsibility, and is performed under
6 similar working conditions, as any job performed by an employee of
7 the opposite sex. Any difference in pay based on sex shall be deemed a
8 discrimination within the meaning of this section, provided nothing
9 herein shall be deemed to prevent the operation of employment
10 practices which recognize [length of service or merit rating as a factor
11 in determining wage or salary rates] as a factor in determining wage or
12 salary rates: (1) Length of service, (2) merit rating, (3) a system which
13 measures earnings by quality or quantity of production, or (4) a
14 differential based on a bona fide factor other than sex, such as
15 education, training or experience.

16 (b) For the purposes of subdivision (4) of subsection (a) of this

17 section, a bona fide factor shall apply only if the employer
18 demonstrates that such factor (1) is not based upon or derived from a
19 sex-based differential in compensation, (2) is job-related with respect to
20 the position in question, and (3) is consistent with business necessity.
21 Such defense shall not exist where the employee demonstrates that an
22 alternative employment practice exists that would serve the same
23 business purpose without producing such compensation
24 discrimination and that the employer has refused to adopt such
25 alternative.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	31-75

Statement of Purpose:

To require equal pay for equal work.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]

Co-Sponsors: SEN. CALIGIURI, 16th Dist.

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