



Connecticut Business & Industry Association

**Testimony of Kia F. Murrell
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Before the Committee on Labor and Public Employees
February 17, 2009**

H.B. 6189 AAC Penalties for Violations of Certain Personnel Files Statutes

I am Kia Murrell, Assistant Counsel at the Connecticut Business and Industry Association (CBIA) which represents the interests of more than 10,000 companies across the state, the vast majority of which are businesses of 50 or fewer employees.

H.B. 6189 AAC Reporting Statistics Based Upon Gender in Wage Reports require employers to provide the Department of Labor with information regarding the wages and gender of their employees in the employer's annual wage report. We understand that this legislation was requested by the Permanent Commission on the Status of Women (PCSW). Assuming that the wage report information is being sought by PCSW in furtherance of its mission to advocate for gender equality, then the stated purpose of the legislation should contain some information on how and why requiring gender specific wage reports advances that mission.

To require employers to provide information regarding the gender, salary and compensation of their workforces without a compelling public policy reason for doing so amounts to an unnecessary and potentially costly burden on employers. In cases where this gender wage report information is subject to disclosure under the Freedom of Information Act, it could also lead to frivolous complaints and lawsuits.

For the aforementioned reasons, CBIA urges the committee to **Reject H.B. 6189.**