



# House of Representatives

**File No. 900**

General Assembly

January Session, 2015

**(Reprint of File No. 372)**

House Bill No. 6850  
As Amended by House Amendment  
Schedule "A"

Approved by the Legislative Commissioner  
May 27, 2015

## **AN ACT CONCERNING PAY EQUITY AND FAIRNESS.**

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

- 1 Section 1. (NEW) (*Effective July 1, 2015*) (a) As used in this section:
- 2 (1) "Employer" means any individual, corporation, limited liability  
3 company, firm, partnership, voluntary association, joint stock  
4 association, the state and any political subdivision thereof and any  
5 public corporation within the state using the services of one or more  
6 employees for pay;
- 7 (2) "Employee" means any individual employed or permitted to  
8 work by an employer; and
- 9 (3) "Wages" means compensation for labor or services rendered by  
10 an employee, whether the amount is determined on a time, task, piece,  
11 commission or other basis of calculation.
- 12 (b) No employer shall:
- 13 (1) Prohibit an employee from disclosing or discussing the amount

14 of his or her wages or the wages of another employee of such  
15 employer that have been disclosed voluntarily by such other  
16 employee;

17 (2) Prohibit an employee from inquiring about the wages of another  
18 employee of such employer;

19 (3) Require an employee to sign a waiver or other document that  
20 denies the employee his or her right to disclose or discuss the amount  
21 of his or her wages or the wages of another employee of such  
22 employer that have been disclosed voluntarily by such other  
23 employee;

24 (4) Require an employee to sign a waiver or other document that  
25 denies the employee his or her right to inquire about the wages of  
26 another employee of such employer;

27 (5) Discharge, discipline, discriminate against, retaliate against or  
28 otherwise penalize any employee who discloses or discusses the  
29 amount of his or her wages or the wages of another employee of such  
30 employer that have been disclosed voluntarily by such other  
31 employee; or

32 (6) Discharge, discipline, discriminate against, retaliate against or  
33 otherwise penalize any employee who inquires about the wages of  
34 another employee of such employer.

35 (c) Nothing in this section shall be construed to require any  
36 employer or employee to disclose the amount of wages paid to any  
37 employee.

38 (d) An action to redress a violation of subsection (b) of this section  
39 may be maintained in any court of competent jurisdiction by any one  
40 or more employees. An employer who violates subsection (b) of this  
41 section may be found liable for compensatory damages, attorney's fees  
42 and costs, punitive damages and such legal and equitable relief as the  
43 court deems just and proper.

44 (e) No action shall be brought for any violation of subsection (b) of  
45 this section except within two years after such violation.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2015</i>	New section

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

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***OFA Fiscal Note******State Impact:*** None***Municipal Impact:*** None***Explanation***

The bill prohibits employers, including the state and municipalities, from restricting employees' ability to share certain wage information. This does not result in any fiscal impact to the state or municipalities.

House "A" limits employees' sharing of other employees' wage information under certain circumstances.

***The Out Years******State Impact:*** None***Municipal Impact:*** None

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**OLR Bill Analysis****HB 6850 (as amended by House "A")\******AN ACT CONCERNING PAY EQUITY AND FAIRNESS.*****SUMMARY:**

This bill prohibits employers, including the state and municipalities, from taking certain steps to limit their employees' ability to share information about their wages. Under the bill, such sharing consists of employees under the same employer (1) disclosing or discussing the amount of their own wages or other employees' voluntarily disclosed wages or (2) asking about other employees' wages. Specifically, the bill bans employers from (1) prohibiting their employees from such sharing; (2) requiring employees to sign a waiver or document that denies their right to such sharing; and (3) discharging, disciplining, discriminating or retaliating against, or otherwise penalizing employees for such sharing.

The bill allows employees to bring a lawsuit to redress a violation of its provisions in any court of competent jurisdiction. The suit must be brought within two years after an alleged violation. Employers can be found liable for compensatory damages, attorney's fees and costs, punitive damages, and any legal and equitable relief the court deems just and proper.

\*House Amendment "A" limits an employee's sharing of another employee's wage information to information that (1) is about another of the employer's employees and (2) was voluntarily disclosed by the other employee.

EFFECTIVE DATE: July 1, 2015

**EMPLOYERS AND WAGES**

Under the bill, an employer is any individual, corporation, limited liability company, firm, partnership, voluntary association, joint stock association, the state and any of its political subdivisions, and any public corporation in the state with at least one paid employee. Wages are compensation for an employee’s labor or services, regardless of whether they are determined by time, task, piece, commission, or other basis of calculation.

The bill specifies that it does not require an employer or employee to disclose any employee’s wages.

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable  
Yea 13 Nay 0 (03/12/2015)

Judiciary Committee

Joint Favorable  
Yea 28 Nay 16 (05/05/2015)