



General Assembly

January Session, 2017

Proposed Bill No. 5210

LCO No. 552



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Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
REP. SLAP, 19th Dist.

AN ACT CONCERNING VARIOUS PAY EQUITY AND FAIRNESS MATTERS.

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

1 That the general statutes be amended to: (1) Prohibit employers
2 from asking a prospective employee's wage and salary history before
3 an employment offer with compensation has been negotiated,
4 provided prospective employees may volunteer information on their
5 wage and salary history, (2) prohibit employers from using an
6 employee's previous wage or salary history as a defense in an equal
7 pay lawsuit, (3) permit an employer to have an affirmative defense in
8 an equal pay lawsuit if it can demonstrate that, within three years prior
9 to commencement of the lawsuit, the employer completed a good faith
10 self-evaluation of its pay practices and can demonstrate that
11 reasonable progress has been made towards eliminating gender-based
12 wage differentials, and (4) protect seniority pay differentials from
13 adverse adjustments for time spent on leave due to pregnancy-related
14 conditions or protected parental, family and medical leave.

Statement of Purpose:

To strengthen provisions of the law concerning pay equity and fairness.