



General Assembly

January Session, 2017

**Committee Bill No. 5591**

LCO No. 4497



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

***AN ACT CONCERNING PAY EQUITY IN THE WORKFORCE.***

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 Section 31-75 of the general statutes is repealed and the  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 October 1, 2017*):

3 (a) No employer shall discriminate in the amount of compensation  
4 paid to any employee on the basis of sex. Any difference in pay based  
5 on sex shall be deemed a discrimination within the meaning of this  
6 section.

7 (b) If an employee can demonstrate that his or her employer  
8 discriminates on the basis of sex by paying wages to employees at the  
9 employer's business at a rate less than the rate at which the employer  
10 pays wages to employees of the opposite sex at such business for equal  
11 work on a job, the performance of which requires equal skill, effort and  
12 responsibility, and which are performed under [similar] comparable  
13 working conditions, such employer must demonstrate that such  
14 differential in pay is made pursuant to (1) a seniority system; (2) a  
15 merit system; (3) a system which measures earnings by quantity or  
16 quality of production; or (4) a differential system based upon a bona

17 fide factor other than sex, such as education, training or experience.  
18 Said bona fide factor defense shall apply only if the employer  
19 demonstrates that such factor (A) is not based upon or derived from a  
20 sex-based differential in compensation, and (B) is job-related and  
21 consistent with business necessity. Such defense shall not exist where  
22 the employee demonstrates that an alternative employment practice  
23 exists that would serve the same business purpose without producing  
24 such differential and that the employer has refused to adopt such  
25 alternative practice.

26 (c) No employer shall discharge, expel or otherwise discriminate  
27 against any person because such person has opposed any  
28 discriminatory compensation practice or because such person has filed  
29 a complaint or testified or assisted in any proceeding pursuant to  
30 section 31-76.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2017	31-75

**Statement of Purpose:**

To help ensure pay equity in the workforce by requiring employers to provide equal pay to employees in the same workplace.

*[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.]*

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