



General Assembly

January Session, 2017

Committee Bill No. 5591

LCO No. 4497

* _____HB05591LAB__030717_____*

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 Section 31-75 of the general statutes is repealed and the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.

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

LAB *Joint Favorable*