
OLR Bill Analysis

sSB 15

AN ACT CONCERNING FAIR AND EQUAL PAY FOR EQUAL WORK.

SUMMARY

This bill generally prohibits employers, including the state and its political subdivisions, from asking about a prospective employee's wage and salary history before the prospective employee accepts an employment offer that includes wages. The prohibition does not apply (1) if the prospective employee voluntarily discloses his or her wage and salary history or (2) to any actions taken by an employer, employment agency, or its employees or agents under a federal or state law that specifically authorizes the disclosure or verification of salary history for employment purposes.

The bill allows prospective employees to bring a lawsuit within two years after an alleged violation of the bill's prohibition on asking about salary histories. 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.

EFFECTIVE DATE: October 1, 2018

BACKGROUND

Related Bill

sHB 5386, reported favorably by the Labor and Public Employees Committee, generally prohibits employers from asking about a prospective employee's wage and salary history before the prospective employee accepts an employment offer that includes wages. It also contains provisions that (1) allow employers to limit their damages in these lawsuits and (2) limits the defenses available to employers in a gender wage discrimination lawsuit.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 13 Nay 0 (03/20/2018)