

## OFFICE OF FISCAL ANALYSIS

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sHB-5386

AN ACT CONCERNING VARIOUS PAY EQUITY AND FAIRNESS  
MATTERS.

As Amended by House "A" (LCO 3879)

House Calendar No.: 155

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### ***OFA Fiscal Note***

***State Impact:*** None

***Municipal Impact:*** None

### ***Explanation***

The bill prohibits employers from asking about a prospective employee's wage and salary history under certain circumstances. This does not result in any fiscal impact to the state or municipalities.

House "A" alters the original bill by adjusting the exceptions to the prohibition on requesting wage and salary history, and by eliminating: 1) the provisions allowing an employer to limit its damages from alleged violations, and 2) the provision pertaining to seniority systems in certain gender wage discrimination lawsuits.

### ***The Out Years***

***State Impact:*** None

***Municipal Impact:*** None