



General Assembly

January Session, 2023

**Committee Bill No. 6273**

LCO No. 6257



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

**AN ACT CONCERNING DISCLOSURE OF SALARY RANGES ON  
PUBLIC AND INTERNAL JOB POSTINGS.**

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

1 Section 1. Section 31-40z of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective October 1, 2023*):

3 (a) As used in this section:

4 (1) "Employer" means any individual, corporation, limited liability  
5 company, firm, partnership, voluntary association, joint stock  
6 association, the state and any political subdivision thereof and any  
7 public corporation within the state using the services of one or more  
8 employees for pay;

9 (2) "Employee" means any individual employed or permitted to work  
10 by an employer;

11 (3) "Wages" means compensation for labor or services rendered by an  
12 employee, whether the amount is determined on a time, task, piece,  
13 commission or other basis of calculation; and

14 (4) "Wage range" means the range of wages [an employer anticipates  
15 relying on when setting wages for a position, and may include] for a  
16 position, set in good faith by reference to any applicable pay scale,  
17 previously determined range of wages for the position, actual range of  
18 wages for those employees currently holding comparable positions or  
19 the employer's budgeted amount for the position.

20 (b) No employer shall:

21 (1) Prohibit an employee from disclosing or discussing the amount of  
22 his or her wages or the wages of another employee of such employer  
23 that have been disclosed voluntarily by such other employee;

24 (2) Prohibit an employee from inquiring about the wages of another  
25 employee of such employer;

26 (3) Require an employee to sign a waiver or other document that  
27 denies the employee his or her right to disclose or discuss the amount  
28 of his or her wages or the wages of another employee of such employer  
29 that have been disclosed voluntarily by such other employee;

30 (4) Require an employee to sign a waiver or other document that  
31 denies the employee his or her right to inquire about the wages of  
32 another employee of such employer;

33 (5) Inquire or direct a third party to inquire about a prospective  
34 employee's wage and salary history unless a prospective employee has  
35 voluntarily disclosed such information, except that this subdivision  
36 shall not apply to any actions taken by an employer, employment  
37 agency or employee or agent thereof pursuant to any federal or state law  
38 that specifically authorizes the disclosure or verification of salary  
39 history for employment purposes. Nothing in this section shall prohibit  
40 an employer from inquiring about other elements of a prospective  
41 employee's compensation structure, as long as such employer does not  
42 inquire about the value of the elements of such compensation structure;

43 (6) Discharge, discipline, discriminate against, retaliate against or

44 otherwise penalize any employee who discloses or discusses the  
45 amount of his or her wages or the wages of another employee of such  
46 employer that have been disclosed voluntarily by such other employee;

47 (7) Discharge, discipline, discriminate against, retaliate against or  
48 otherwise penalize any employee who inquires about the wages of  
49 another employee of such employer;

50 (8) Fail or refuse to disclose in each public and internal posting for  
51 each job, promotion, transfer or other employment opportunity, the  
52 wage, or wage range, and a general description of the benefits,  
53 including, but not limited to, health benefits, retirement benefits, paid  
54 days off and tax reportable benefits, and other compensation to be  
55 offered for such job, promotion, transfer or other employment  
56 opportunity, nothing in this subsection shall be construed to require an  
57 employer to use a public or internal posting to advertise a job,  
58 promotion, transfer or other employment opportunity if such employer  
59 uses an alternative method of hiring for such job, promotion, transfer or  
60 other employment opportunity;

61 ~~[(8)]~~ (9) Fail or refuse to provide an applicant for employment the  
62 wage or wage range [for a position] and a general description of the  
63 benefits, including, but not limited to, health benefits, retirement  
64 benefits, paid days off and tax reportable benefits, and other  
65 compensation for the job, promotion, transfer or other employment  
66 opportunity for which the applicant is applying, if such job, promotion,  
67 transfer or other employment opportunity was not posted in a public or  
68 internal posting pursuant to subdivision (8) of this subsection, upon the  
69 earliest of (A) the applicant's request, or (B) prior to [or at the time the  
70 applicant is made an offer] any offer or discussion of compensation; [or]

71 ~~[(9)]~~ (10) Fail or refuse to (A) annually provide an employee the  
72 current wage range and a general description of the benefits and other  
73 compensation for the employee's position, [upon (A)] and (B) provide  
74 such employee the current wage range and a general description of the  
75 benefits, including, but not limited to, health benefits, retirement

76 benefits, paid days off and tax reportable benefits, and other  
77 compensation upon (i) the hiring of the employee, [(B)] or (ii) a change  
78 in the employee's position with the employer; [,or (C) the employee's  
79 first request for a wage range] or

80 (11) Fail or refuse to interview, hire, promote, employ or otherwise  
81 retaliate against an applicant for employment or employee for  
82 exercising any rights under this section.

83 (c) [Nothing] Except as provided in subdivisions (8) to (10), inclusive,  
84 of subsection (b) of this section, nothing in this section shall be construed  
85 to require any employer or employee to disclose the amount of wages  
86 paid to any employee.

87 (d) An action to redress a violation of subsection (b) of this section  
88 may be maintained in any court of competent jurisdiction by any one or  
89 more employees or prospective employees. An employer who violates  
90 subsection (b) of this section may be found liable for (1) compensatory  
91 damages [,] or statutory damages of one thousand to ten thousand  
92 dollars, whichever is greater, (2) attorney's fees and costs, (3) punitive  
93 damages, and (4) such legal and equitable relief as the court deems just  
94 and proper.

95 (e) No action shall be brought for any violation of subsection (b) of  
96 this section except within two years after such violation.

97 (f) The breadth of the wage range provided by an employer for a job,  
98 promotion, transfer or other employment opportunity shall be one  
99 factor relevant to the analysis of whether such wage range has been set  
100 in good faith.

101 (g) The provisions of this section apply to any job, promotion, transfer  
102 or other employment opportunity that (1) will be performed in the state,  
103 or (2) will be performed remotely outside of the state, but requires the  
104 individual performing such job, promotion, transfer or other  
105 employment opportunity to report to a supervisor, office or other work

106 site in the state.

This act shall take effect as follows and shall amend the following sections:

Section 1	October 1, 2023	31-40z
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**Statement of Purpose:**

To decrease the gender wage gap by requiring employers to disclose salary ranges on public and internal job postings.

*[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.]*

Co-Sponsors: REP. FARRAR K., 20th Dist.; REP. TURCO, 27th Dist.  
REP. PORTER, 94th Dist.; REP. NOLAN, 39th Dist.  
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