



Testimony of Eric Gjede  
Vice President of Public Policy, CBIA  
Before the Labor & Public Employees Committee  
Hartford, CT  
February 7, 2023

**Testifying on  
HB 6273: AN ACT CONCERNING DISCLOSURE OF SALARY RANGES ON PUBLIC AND INTERNAL JOB  
POSTINGS**

Good afternoon, Senator Kushner, Representative Sanchez, Senator Sampson, Representative Ackert and members of the Labor & Public Employees Committee. My name is Eric Gjede and I am vice president of public policy for CBIA, the Connecticut Business & Industry Association. CBIA is Connecticut's largest business organization, with thousands of member companies, small and large, representing a diverse range of industries from across the state. Ninety-five percent of our member companies are small businesses with less than one hundred employees.

CBIA opposes HB 6273.

While some employers make the choice to disclose the salary range for certain employment positions, requiring the disclosure of the salary range for all vacant positions removes an employer's flexibility to adjust a position to suit a candidate or a change in the business' fiscal outlook.

Although well intended, the likely outcome of this legislation is lost opportunities for job seekers. Individuals at the high end of any posted salary range may be dissuaded from applying for the vacant position. This prevents the opportunity for an employer to offer greater salary or benefits to extremely well-qualified candidates.

Conversely, this legislation could also be a barrier to lesser skilled candidates being considered for a job. Employers are often willing to hire an individual that can perform some of the necessary job duties, but this legislation impeded their flexibility to adjust the salary to reflect the change.

Over the last few legislative sessions, the business community and this committee have worked together to improve the hiring process and encourage more conversations between employers and employees about compensation. HB 6273 creates needless barriers to those conversations.

We urge the committee to take no action on HB 6273.