



# House of Representatives

General Assembly

**File No. 506**

January Session, 2025

House Bill No. 6517

*House of Representatives, April 3, 2025*

The Committee on Labor and Public Employees reported through REP. SANCHEZ, E. of the 24th Dist., Chairperson of the Committee on the part of the House, that the bill ought to pass.

## ***AN ACT CONCERNING DISCLOSURES 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 Section 31-40z of the general statutes is repealed and the  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, 2025*):

3 (a) As used in this section:

4 (1) "Benefits" means health insurance benefits, retirement benefits,  
5 fringe benefits, paid leave and any other compensation to be offered  
6 with a position;

7 ~~[(1)]~~ (2) "Employer" means any individual, corporation, limited  
8 liability company, firm, partnership, voluntary association, joint stock  
9 association, the state and any political subdivision thereof and any  
10 public corporation within the state using the services of one or more  
11 employees for pay;

12 ~~[(2)]~~ (3) "Employee" means any individual employed or permitted to

13 work by an employer;

14 [(3)] (4) "Wages" means compensation for labor or services rendered  
15 by an employee, whether the amount is determined on a time, task,  
16 piece, commission or other basis of calculation; and

17 [(4)] (5) "Wage range" means the range of wages an employer  
18 [anticipates relying on when setting wages] sets in good faith for a  
19 position, and may include reference to any applicable pay scale,  
20 previously determined range of wages for the position, actual range of  
21 wages for those employees currently holding [comparable] equivalent  
22 positions or the employer's budgeted amount for the position.

23 (b) No employer shall:

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

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

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

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

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

43 an employer from inquiring about other elements of a prospective  
44 employee's compensation structure, as long as such employer does not  
45 inquire about the value of the elements of such compensation structure;

46 (6) Discharge, discipline, discriminate against, retaliate against or  
47 otherwise penalize any employee who discloses or discusses the  
48 amount of his or her wages or the wages of another employee of such  
49 employer that have been disclosed voluntarily by such other employee;

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

53 (8) Fail or refuse to provide an applicant for employment the wage  
54 range for a position for which the applicant is applying and a general  
55 description of the benefits to be offered with such position, if such  
56 position has not been made available to an applicant pursuant to  
57 subdivision (10) of this subsection, upon the earliest of (A) the  
58 applicant's request, or (B) prior to [or at the time the applicant is made  
59 an offer of compensation; or] any discussion of compensation with the  
60 applicant or an offer of compensation to the applicant;

61 (9) Fail or refuse to provide an employee the wage range for the  
62 employee's position and a general description of the benefits to be  
63 offered with such position upon (A) the hiring of the employee, (B) a  
64 change in the employee's position with the employer, or (C) the  
65 employee's first request for a wage range;

66 (10) Fail or refuse to disclose in an internal or public job  
67 advertisement for a position the wage or wage range for such position  
68 and a general description of the benefits to be offered with such position.  
69 Nothing in this subdivision shall be construed to require an employer  
70 to post a job advertisement if such employer utilizes an alternative  
71 method of hiring or recruiting for a position;

72 (11) Fail or refuse to annually provide an employee with the current  
73 wage or wage range for such employee's position and a general

74 description of the benefits currently provided with such position; or

75 (12) Retaliate or discriminate against an applicant, including, but not  
 76 limited to, refusing to interview or hire a prospective employee,  
 77 refusing to promote an employee or terminating an employee, for  
 78 exercising such applicant's or employee's rights under this section.

79 [(c) Nothing in this section shall be construed to require any employer  
 80 or employee to disclose the amount of wages paid to any employee.]

81 [(d)] (c) An action to redress a violation of subsection (b) of this  
 82 section may be maintained in any court of competent jurisdiction by any  
 83 one or more employees or prospective employees. An employer who  
 84 violates subsection (b) of this section may be found liable for statutory  
 85 damages of not less than one thousand dollars and not more than ten  
 86 thousand dollars or compensatory damages, whichever is greater,  
 87 attorney's fees and costs, punitive damages and such legal and equitable  
 88 relief as the court deems just and proper.

89 [(e) No action shall be brought for any] (d) An action for a violation  
 90 of subsection (b) of this section [except within] may be brought not later  
 91 than two years after such violation.

92 (e) The provisions of this section shall apply to any position in which  
 93 the duties for such position will be performed within the state or in  
 94 which the duties for such position will be performed outside of the state  
 95 but requires the employee performing such duties to report to a  
 96 supervisor, office or other work site located within the state.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2025	31-40z

**LAB**      *Joint Favorable*

*The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.*

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### **OFA Fiscal Note**

**State Impact:** None

**Municipal Impact:** None

### **Explanation**

The bill, which requires certain disclosures of employers in their public and internal job postings as well to prospective employees, does not result in any fiscal impact to the state or municipalities.

The bill allows employees or prospective employees to bring cases to the court if they believe the employer is in violation of the provisions of this bill. This does not result in any fiscal impact to the state or municipalities. The court system disposes of over 250,000 cases annually and the number of cases is not anticipated to be great enough to need additional resources.

### **The Out Years**

**State Impact:** None

**Municipal Impact:** None

**OLR Bill Analysis****HB 6517*****AN ACT CONCERNING DISCLOSURES OF SALARY RANGES ON PUBLIC AND INTERNAL JOB POSTINGS.*****SUMMARY**

This bill expands the wage disclosure law to require an employer to include a position's wage or wage range, and a general description of the position's benefits, in its public and internal job advertisements. The bill specifies that it does not require an advertisement if the employer uses an alternative hiring or recruiting method.

The bill defines benefits as (1) health insurance, (2) retirement, (3) fringe, (4) paid leave, and (5) any other compensation offered with a position.

Under the bill, an employer is required to set a wage range for a position in good faith, instead of setting the range the employer anticipates relying on. In setting the range, current law allows the employer to refer to a number of items. The bill alters one of the items and permits an employer to refer to an actual wage range for employees in equivalent positions, rather than those in "comparable" positions as under current law.

The bill also:

1. requires employers to give job applicants and employees this benefit information when they are currently required to give them wage information (with one change on the timing of providing information, see below);
2. requires employers to give their employees this wage and benefit information annually;

3. prohibits employers from retaliating or discriminating against a job applicant or employee for exercising their rights under the wage disclosure law, including refusing to hire or interview an applicant or refusing to promote or terminating an employee. (The law already prohibits adverse job actions against an employee who inquires about the wages of other employees or discloses or discusses their own or other employees' wages.);
4. requires a court to award statutory damages between \$1,000 and \$10,000, if they are greater than the compensatory damages the court would otherwise award, for violations of the wage disclosure law;
5. eliminates a provision in the current wage disclosure law stating that the law cannot be construed to require an employer or employee to disclose the wages paid to an employee;
6. specifies that the wage disclosure law applies to positions with duties in the state or when the duties are performed out-of-state but the employee reports to a supervisor, office, or work site in the state; and
7. makes conforming changes.

The state's current wage disclosure law generally (1) requires employers, including the state and municipalities, to give job applicants and employees the wage range for their positions upon request and (2) prohibits employers from taking certain steps to limit their employees' ability to share information about their wages.

EFFECTIVE DATE: October 1, 2025

## **DISCLOSURE TO APPLICANTS AND EMPLOYEES**

Currently, an employer must provide wage information (1) at the earlier of when an applicant (a) requests it or (b) prior to making an offer to an applicant and (2) (a) upon hiring an employee, (b) when an employee changes position and (c) when an employee first requests it.

The bill requires disclosure of benefits as well and changes when an applicant must receive information to the earlier of when the applicant requests it or there is a discussion or an offer of compensation, if it has not been disclosed in the job ad.

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 9      Nay 4      (03/18/2025)