

Labor and Public Employees Committee JOINT FAVORABLE REPORT

Bill No.: HB-6517

AN ACT CONCERNING DISCLOSURES OF SALARY RANGES ON PUBLIC
Title: AND INTERNAL JOB POSTINGS.

Vote Date: 3/18/2025

Vote Action: Joint Favorable

PH Date: 3/4/2025

File No.:

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SPONSORS OF BILL:

Labor & Public Employees Committee

REASONS FOR BILL:

This bill expands existing salary disclosure laws to require all employers to include a position's wage or wage range, and a general description of the position's benefits, in both public and internal job advertisements. At present, employees and applicants can request this information from employers. This would ensure that individuals applying for jobs are aware of the salary range and benefits they would receive.

RESPONSE FROM ADMINISTRATION/AGENCY:

None provided.

NATURE AND SOURCES OF SUPPORT:

Rep. Kate Farrar, Rep. Josh Elliott, Rep. Kevin Brown, Rep. Anne Hughes, Rep. Amy Morrin Bello, Connecticut General Assembly: Five state representatives from the Connecticut General Assembly expressed their combined support for this bill and commended the transparency measures included in it. They explained that the gendered wage gap is still very much prevalent, especially with Black and Latina women, and that ensuring pay transparency helps to close this pay gap.

Ed Hawthorne, President, Connecticut AFL-CIO: Mr. Hawthorne expressed his support for this bill, noting that the pay gap between men and women still exists in Connecticut and the rest of the country. He explained that women in unions are more likely to be paid higher wages; to compensate for this, he argued that additional attention should be paid to non-

unionized women. He detailed that increased transparency around pay rates allows for an open dialogue between a job applicant and a potential employer, and that without this information women tend to ask for less money than men.

Tonishia Signore, Policy Director, She Leads Justice: Ms. Signore explained that, as the leaders of the coalition to push for pay transparency in Connecticut, She Leads Justice supports this bill. She recognized that the Connecticut General Assembly has taken important steps towards pay transparency, yet there are still significant pay gaps based on race and gender. She expressed the opinion that requiring employers to disclose salary ranges to job applicants would level the playing field between employers and potential employees – especially for applicants who are women and people of color, as they are disparately impacted by biases during interviews.

NATURE AND SOURCES OF OPPOSITION:

Paul Amarone, Public Policy Associate, Connecticut Business and Industry Association: Mr. Amarone expressed his opposition to this bill, claiming that requiring employers to post salary ranges and additional compensation associated with a position would reduce an employer's ability to adapt a position to a specific applicant. Given the fast-paced environment in which employers must operate, he argued that this is an unnecessary burden on the employers.

Robert Reed, Government Relations Manager, Yale New Haven Health System: Mr. Reed expressed his opposition to this bill, noting that the provision mandating employers to disclose their salary ranges would be too rigid and inflexible. He pointed out that the bill would also impose a substantial administrative burden on employers, as well as reducing an employer's competitiveness and opening them up to new litigation. He expressed his respect for the intent of the bill but requested that the committee does not support it.

Two individuals provided identical testimony against this bill and explained that while they recognize that this bill is well-intended, they have concerns about the restrictions it imposes on employers. They pointed out that requiring the posting of salary ranges removes an employer's ability to adapt a position's compensation to suit a particular candidate. They also noted that the imposition of punishments for businesses who fail to meet the criteria laid out in this bill seems unfair to them. Because of this burden on employers, they requested that the committee do not support this bill. Testimony was provided by:

- Jessica Olander, President, Connecticut River Valley Chamber of Commerce**
- Francis Palasieski, Director of Government Affairs, Lumber Dealers Association of Connecticut**

Three individuals provided combined opposition to this bill, stating that the administrative burden that it would place on employers - small and mid-sized businesses in particular - would be substantial. They pointed out that the bill removes an employer's ability to negotiate a competitive salary with an applicant, allows competitors to react to a given employer's compensation rate, and opens an employer to new litigation; all of which, they asserted, would unduly burden these businesses.

- Eric George, President, Insurance Association of Connecticut**
- Kristina Baldwin, Vice President, American Property and Casualty Insurance**

•Christopher Nicolopolous, Senior Regional Vice President, National Association of Mutual Insurance Companies

Reported by: Sam Sims

Date: 3/28/2025