



General Assembly

January Session, 2025

Committee Bill No. 6517

LCO No. 5491



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***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 Section 31-40z of the general statutes is repealed and the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] any discussion of compensation with the
60 applicant or an offer of compensation to the applicant; [or]

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

Statement of Purpose:

To amend current law on salary transparency 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, 20th Dist.; REP. HUGHES, 135th Dist.
REP. ELLIOTT, 88th Dist.; REP. GILCHREST, 18th Dist.
REP. BROWN, 56th Dist.; REP. NOLAN, 39th Dist.
REP. HADDAD, 54th Dist.; REP. CHAFEE, 33rd Dist.
SEN. KUSHNER, 24th Dist.; REP. BELTON, 100th Dist.
REP. TURCO, 27th Dist.; SEN. MAHER, 26th Dist.
REP. MARTINEZ, 22nd Dist.; REP. GAUTHIER, 38th Dist.

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