
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)