



House of Representatives

General Assembly

File No. 249

February Session, 2026

House Bill No. 5387

House of Representatives, March 30, 2026

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 DISCLOSURE OF WAGE RANGES AND BENEFITS ON PUBLIC AND INTERNAL JOB ADVERTISEMENTS.

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 Section 31-40z of the general statutes is repealed and the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, 2026*):

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 other than
6 wages to be offered 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] such employee's wages or the wages of another employee of
26 such employer that have been disclosed voluntarily by such other
27 employee;

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

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

35 (4) Require an employee to sign a waiver or other document that
36 denies the employee [his or her] such employee's right to inquire about
37 the wages of another employee of such employer;

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

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

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

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

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

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

69 (10) Fail or refuse to disclose in an internal or public job
70 advertisement for a position the wages or wage range for such position
71 and a general description of the benefits to be offered with such position;

72 (11) Fail or refuse to annually provide an employee with the current
73 wage range for such employee's position and a general description of
74 the benefits currently provided with such position; or

75 (12) Retaliate or discriminate against an applicant or employee,

76 including, but not limited to, refusing to interview or hire a prospective
77 employee, refusing to promote an employee or terminating an
78 employee for exercising such applicant's or employee's rights under this
79 section.

80 (c) Nothing in this section shall be construed to require any employer
81 [or employee to disclose the amount of wages paid to any employee] to
82 post a job advertisement if such employer utilizes an alternative method
83 of hiring or recruiting for a position.

84 (d) An action to redress a violation of subsection (b) of this section
85 may be maintained in any court of competent jurisdiction by any one or
86 more employees or prospective employees. An employer who violates
87 subsection (b) of this section may be found liable for (1) statutory
88 damages of not less than one thousand dollars and not more than ten
89 thousand dollars or compensatory damages, whichever is greater, (2)
90 attorney's fees and costs, (3) punitive damages, and (4) such legal and
91 equitable relief as the court deems just and proper.

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

95 (f) The provisions of this section shall apply to any position in which
96 the duties of such position will be performed within the state or in which
97 the duties for such position will be performed outside of the state but
98 requires the employee performing such duties to report to a supervisor,
99 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, 2026	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.

OFA Fiscal Note

State Impact: None

Municipal Impact: None

Explanation

The bill expands certain disclosures to require employers 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. This 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 5387*****AN ACT CONCERNING DISCLOSURE OF WAGE RANGES AND BENEFITS ON PUBLIC AND INTERNAL JOB ADVERTISEMENTS.*****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, other than wages, 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 by allowing an employer to refer to an actual wage range for employees in equivalent positions, rather than "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 by 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, 2026

DISCLOSURE TO APPLICANTS AND EMPLOYEES

Currently, an employer must provide wage information (a) when an applicant requests it or (b) before making an offer to an applicant, whichever comes first. The bill requires disclosure of benefits as well and changes when an applicant must receive information to the earlier of (a) when the applicant requests it or (b) before there is a discussion or an offer of compensation, if the information has not already been

disclosed in the position’s public or internal job ad.

Similarly, current law requires employers to provide wage information (1) upon hiring an employee, (2) when an employee changes positions, and (3) when an employee first requests it. The bill requires employers to also give a description of benefits when providing wage information under this provision.

RELATED BILL

sHB 5003, § 51, favorably reported by the Labor and Public Employees Committee, contains a similar provision regarding wage range and benefits disclosure on public and internal job advertisements.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/12/2026)