



General Assembly

February Session, 2026

***Raised Bill No. 5387***

LCO No. 2123



Referred to Committee on LABOR AND PUBLIC  
EMPLOYEES

Introduced by:  
(LAB)

***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 Section 31-40z of the general statutes is repealed and the  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*