
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)