



Connecticut Pay Equity

Statute

- Conn. Gen. Stat. Ann. § 31-75 et seq.
- CT Public Act No. 18-8

Classes protected

- Sex

Key language on pay discrimination

- “No employer shall discriminate in the amount of compensation paid to any employee on the basis of sex. Any difference in pay based on sex shall be deemed a discrimination[.]”
- Examines employees who perform comparable work on a job, when viewed as a composite of skill, effort, and responsibility, performed under similar working conditions

Exceptions for pay disparities (including affirmative defenses)

- Seniority system
- Merit system
- System which measures earnings by quantity or quality of production
- Differential system based upon a bona fide factor other than sex, including, but not limited to, education, training, credential, skill, geographic location or experience

Prohibition on salary history inquiry.

- No employer shall be allowed to ask about an applicant's wage and salary history, unless it was voluntarily disclosed by the applicant
- No employer shall prohibit an employee from disclosing or discussing the amount of his/her wages or the wages of another employee where such wages have been voluntarily disclosed
- No employer shall prohibit an employee from inquiring about the wages of another employee
- No employer shall require an employee sign a waiver or other document that denies the employee his/her right to disclose or discuss the amount of his/her wages or the wages of another employee that have been voluntarily disclosed
- No employer shall require an employee to sign a waiver or other document that denies the employee his/her right to inquire about the wages of another employee

Anti-retaliation

- Employers are prohibited from discharging or discriminating against any person because such person has opposed any discriminatory compensation practice or because such person has filed a complaint or testified or assisted in any complaint proceeding.
- Employers are prohibited from discharging, disciplining, discriminating against or retaliating against any employee who discloses or discusses the amount of his/her wages or the wages of another employee that have been voluntarily disclosed, and any employee who inquires about the wages of another employee of such employer.

Wage Disclosure Requirements

- An employer must provide applicants with the wage range for a position for which the applicant is applying upon the earlier of: (i) the applicant's request, or (ii) prior to or at the time an offer of compensation is made, even if the applicant has not expressly requested such information. In establishing the wage range for a particular position, employers may reference any applicable pay scale, previously determined range of wages for the position, actual range of wages for employees who currently hold comparable positions, or the budgeted amount for the position.
- An employer must provide an employee with the wage range for the position upon: (i) hire, (ii) a change in the employee's position with the employer, or (iii) the employee's first request for a wage range.

Pay Equity Team

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