



KNOW THE FACTS: P.A. 21-30

SALARY RANGE TRANSPARENCY

Public Act No. 21-30: An Act Concerning The Disclosure Of Salary Range For A Vacant Position takes effect on October 1, 2021. Know your rights as an employee in the workplace and use the law to its fullest extent!

SALARY RANGE TRANSPARENCY: WHAT IS IT & HOW DOES IT WORK?

- P.A. 21-30 builds on existing law, including P.A. 15-196 that prohibits pay secrecy and P.A. 18-8 that prohibits the use of salary history in the application process, and will require employers to provide job applicants and employees salary ranges for vacant positions.
- Secrecy around salary ranges harms all workers, especially women and people of color. Since employers tend to anchor salary negotiations - either consciously or subconsciously - to the job applicant's first request, providing applicants with a salary range that the employer is willing to pay helps level the negotiating playing field, which can reduce gender wage gaps.
- P.A. 21-30 is key to pay transparency and allows employees to request true information from their employer about where their pay sits within a salary scale. Salary range transparency builds trust amongst employers, employees, and potential candidates. It also supports employees to better understand their salary.

KNOW YOUR RIGHTS: HOW DOES THE LAW IMPACT YOU?

- Under Conn. Gen. Statute 31-40z, you have the right to:
 - Refuse to tell your employer how much you were paid at a previous job during or after the application and interview process
 - Talk to your co-workers about your salaries, whether it be for personal use, comparing or discussing wages or job responsibilities, or any other reasoning
 - Ask a potential employer for a salary range during the interview process or afterwards at any point during your time
 - Ask your existing employer about your salary when you are hired, when your position with your employer changes, or at your first request.
- No employer can:
 - Prohibit you from inquiring about the wages of another employee, by requiring you to sign a document or by telling you in-person, via email or other format
 - Discharge, discipline, discriminate against, or retaliate against you for exercising any of your rights regarding pay secrecy, pay history and/or salary range transparency
 - Fail or refuse to provide an applicant the wage range for a position for which they are applying to when:
 - You ask for the wage range
 - You are made an offer of compensation
 - You are hired
 - Your position changes



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EQUAL PAY FOR COMPARABLE WORK

Public Act No. 21-30: An Act Concerning The Disclosure Of Salary Range For A Vacant Position also changes Connecticut's current "equal pay for equal work" standard, to "equal pay for comparable work". Read below to find out what this means for you!

EQUAL PAY FOR COMPARABLE WORK: WHAT IS IT & HOW DOES IT WORK?

- Connecticut's "equal pay for equal work" standard was drafted to cover women working in factoring jobs who performed tasks identical to the person next to them on the factory floor. Although this was an effective way to eliminate pay based on gender for factory workers at the time the language was written, it is now outdated.
- P.A. 21-30 updates the standard to "equal pay for comparable work" which is based on the realities of the modern workplace. "Comparable work" is work that requires substantially similar skill, effort, and responsibility, and is performed under similar working conditions.
- Comparable work removes gender from the way employers evaluate the worth of all job classifications and prioritizes job duties and responsibilities instead of the gender of those performing them.

KNOW YOUR RIGHTS: HOW DOES THE LAW IMPACT YOU?

- Under Conn. Gen. Stat. 31-75, you have the right to:
 - Prove that your employer discriminates on the basis of sex for comparable work on a job (e.g., they pay other employees of a different gender more or less money for a job that is substantially similar in skill, effort and responsibility).
 - Prove that there are alternative practices to the ones above that would serve the same business purpose without many differences
- No employer can:
 - Discriminate the amount of compensation paid to any employee on the basis of sex for comparable work on a job, unless the difference is based on a seniority or merit system, a system which measures earnings by quantity or quality, or a differential system based on other factors like education, training, credential, skill, geographic location or experience.
 - Discharge, expel, or discriminate against anyone because they have opposed discriminatory compensation practice or because they have filed a complaint, testified, or assisted in any proceeding regarding this discrimination

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