

The Connecticut General Assembly



For IMMEDIATE RELEASE
April 19, 2018

Contact: Tess Koenigsmark
860-240-8790

Rep. Linehan Votes in Favor of Bill Banning “Salary History Question” *Legislation aims to close gender wage gap*

State Rep. Liz Linehan (D-Cheshire/Southington/Wallingford) joined a majority of her colleagues today in voting for a bill to help achieve pay equity in Connecticut.

In Connecticut, women working full-time earn 83-cents for every dollar paid to men. Each year, Connecticut women lose a combined \$5.5 billion due to the wage gap.

[HB 5386](#), An Act Concerning Various Pay Equity And Fairness Matters, strengthens the state’s current laws regarding pay equity. Most notably, it bans the “salary history question,” which is when an employer asks a prospective employee to disclose their prior wages or salary.

The salary history question exacerbates pay inequity between men and women by preventing women from achieving a higher salary when they begin a new job.

“This is an issue that absolutely matters to my constituents, both women and men. The ripple effects of the gender wage gap are far-reaching, from women having less money to support their children to a less financially secure retirement further down the road,” **Rep. Linehan** said.

“Currently, the salary history question can prevent anyone who was previously underpaid from achieving fair compensation. There’s a growing recognition that we have to take action on pay inequity – this is a simple measure that creates a more level playing field.”

Massachusetts has already passed a law prohibiting the salary history question, which will take effect July 1 of this year. Connecticut will be the fifth state to pass such a law. The bill passed the House with bipartisan support, 142- 4.

The bill does not prevent job applicants from voluntarily disclosing their salary history, for example, as an individual might do when negotiating with a prospective employer for a higher salary.

###