



Legislative Testimony
765 Asylum Avenue, 2nd Floor
Hartford, CT 06105
860-523-9146
www.acluct.org

Written Testimony Supporting HB 6273, An Act Concerning Disclosure of Salary Ranges on Public and Internal Job Postings

Senator Kushner, Representative Sanchez, Ranking Members Sampson and Ackert, and distinguished members of the Labor Committee:

My name is Jess Zaccagnino, and I am the policy counsel for the American Civil Liberties Union of Connecticut (ACLU-CT). I am writing to testify in support of HB 6273, An Act Concerning Disclosure of Salary Ranges on Public and Internal Job Postings.

The ACLU-CT believes that all women should have equal access to employment, free from discrimination. We oppose discrimination in the form of barriers to women working in male-dominated fields and the systematic undervaluing of work in fields dominated by women. And we work to challenge unfair employment practices that disproportionately harm women experiencing intersecting forms of oppression, including discrimination on the basis of race, ethnicity, national origin, and religion.

The gap in pay between women and men reflects these and other forms of discrimination. As of 2018, women in Connecticut are paid only 84 percent of what men are paid.¹ This gap is even more pronounced for women of color: in Connecticut, Latinas are paid 48 percent of what white men are paid, and Black women are paid 57 percent of what white men are paid.² Nationwide, Native Hawaiian and Pacific Islander women are paid 59 percent of what white men are paid, and Native American and Alaskan Native women are paid 57 percent of what white men are

¹ *NWLC Connecticut*, NAT'L WOMEN'S L. CTR. (2018), available at <https://nwlc.org/state/connecticut/>.

² *Id.*

paid.³ The pay gap also increases with age,⁴ and it exists across workers of all education levels. Connecticut must take meaningful steps to eradicate wage discrimination against women.

House Bill 6273 tackles this pay gap by requiring pay transparency. Available evidence indicates that pay transparency is a powerful way to reduce the gender pay gap.⁵ Companies with pay transparency policies have largely achieved pay equity.⁶ The policy solution in this bill could lead to a decrease in the disparate treatment of women, particularly women who face intersecting forms of discrimination. This bill could also benefit men of color, LGBTQ+ people, and others who make less relative to white men. By ensuring all Connecticut workers are aware of salary ranges, it makes it more likely that women will be able to access fair and equal pay for equal work.

In 2021, Connecticut was a leader nationwide by requiring employers to provide salary ranges for available positions through Public Act 21-30. This was a necessary and important step towards salary range transparency and requires employers to provide a salary range upon request or before an initial job offer is made, upon hire, or when a change is made in an employee's position. House Bill 6273 represents an opportunity to further strengthen current law by requiring that salary ranges are included in public and internal job postings. Automatically providing the salary range on job postings rather than upon request removes the responsibility on people applying to jobs and instead creates an open dialogue from the beginning of the process. The ACLU-CT strongly supports House Bill 6273, and urges this Committee to do the same.

³ *The Simple Truth about the Gender Pay Gap*, AM. ASS'N UNIV. WOMEN (Sept. 2017), available at <https://ww3.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>.

⁴ *Gender Pay Gap at Its Widest among Women in Their 50s*, INDEPENDENT (Oct. 28, 2019), available at <https://www.independent.co.uk/life-style/women/gender-pay-gap-women-50s-age-salaries-rest-less-ons-a9173796.html>.

⁵ See Kim Elsessner, *Pay Transparency Is the Solution to the Pay Gap: Here's One Company's Success Story*, FORBES (Sept. 5, 2018), available at <https://www.forbes.com/sites/kimelsesser/2018/09/05/pay-transparency-is-the-solution-to-the-pay-gap-heres-one-companys-success-story/?sh=176db0a35010>.

⁶ Courtney Connley, *Data Show Pay Transparency Could Be the No.1 Solution to Closing the Gender Pay Gap*, CNBC (Feb. 11, 2020), available at <https://www.cnbc.com/2020/02/11/data-shows-pay-transparency-could-close-the-gender-pay-gap.html>.