



June 1, 2018

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Re: CONNECTICUT'S NEW PAY EQUITY LAW

Connecticut Governor Dannel P. Malloy signed Public Act No. 18-8, "An Act Concerning Pay Equity," into law on May 22, 2018, making Connecticut the sixth state to prohibit employers from asking applicants about salary history. California, Delaware, Massachusetts, Oregon and Vermont had previously adopted similar bans. The new Connecticut law will permit applicants to file lawsuits for damages and other remedies.

The new law is intended to help remedy the pay gap between men and women. "Income inequity is perpetuated by the practice of asking for salary history before an offer is made, which can disproportionately assure that women are underpaid at their first job and continue to be underpaid throughout their careers, creating a cycle of poverty," Malloy said.

The new law is effective January 1, 2019, Connecticut will afford job applicants new protections.

[Read the entire law here.](#)