

Connecticut

Connecticut Expands Pay Transparency Requirements

On May 11, 2026, Connecticut [enacted](#) an expansive workforce bill, which, among other things, amended the state's pay transparency requirements. The amended pay transparency requirements take effect on **Oct. 1, 2026**.

Background

In Connecticut, employers with one or more employees must disclose the wage range for a position:

- To an applicant applying for such a position, upon the earliest of the applicant's request, or prior to or at the time the applicant is made an offer of compensation; and
- To employees for their position upon hire, a change in the employee's position with the employer or the employee's first request for a wage range.

Expanded Pay Transparency Requirements

Connecticut's pay transparency requirements have been expanded to include the following:

Definition of Wage Range Amended

The amendments to Connecticut's pay transparency law modify the definition of "wage range." Under the amendments, **wage range** means the range of wages an employer **sets in good faith** for a position and may include reference to any applicable pay scale, previously determined range of wages for the position, actual range of wages for those employees currently holding comparable positions, or the employer's budgeted amount for the position.

Required General Description of Benefits

In addition to providing a wage range for a position, employers must now include a general description of the benefits to be offered with the position. **Benefits** mean health insurance benefits, retirement benefits, fringe benefits, paid leave and any other compensation other than wages to be offered with a position.

Employers must provide a general description of the benefits offered with a position to an employee upon hire, a change in the employee's position with the employer or the employee's first request for a wage range.

To applicants applying for a position, if such position has not been made available to an applicant pursuant to an internal or public job advertisement, employers must disclose the wage range for the position and a general

Highlights

May 11, 2026

Connecticut enacts amendments to the state's pay transparency requirements.

Oct. 1, 2026

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description of the benefits to be offered with such position upon the earliest of the applicant's request or prior to any discussion of compensation with the applicant or an offer of compensation to the applicant. This means employers may need to disclose the wage range to applicants sooner than previously required.

In addition, employers must disclose in an internal or public job advertisement for a position the wages or wage range for the position and a general description of the benefits to be offered.

Punitive Damages Eliminated

Under Connecticut's pay transparency law, employers found to be in violation of its provisions may be liable for compensatory damages, attorney fees and costs, punitive damages, and any other legal and equitable relief, as determined by the courts. However, the amendments eliminate punitive damages as a remedy for violations of the state's pay transparency requirements.

Retaliation and Discrimination Defined

Employers are prohibited from retaliating or discriminating against an applicant or employee for exercising their rights under Connecticut's pay transparency law. The amendments define "**retaliation**" and "**discrimination**" to include, but not be limited to, refusing to interview or hire a prospective employee, refusing to promote an employee or terminating an employee.

Geographic Reach of Pay Transparency Requirements Expanded

The amendments expand the state's pay transparency law to apply to any position in which the duties of the position will be performed within the state or in which the duties for the position will be performed outside the state, but requires the employee performing the duties to report directly to a supervisor, office or other worksite located in Connecticut.

Next Steps for Employers

Employers may take steps now to prepare to comply with the amendments, such as reviewing and updating job postings to include wage ranges and benefits descriptions, establishing a methodology for determining compensation ranges and benefits, and ensuring that the appropriate parties (such as HR) are trained on their obligations under the law.
