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BLOGS

Employment Law Updates; Hiring & Firing; Wage & Hour

New Pay Disclosure Laws Take Effect in Connecticut and Nevada

Effective October 1, 2021, Connecticut and Nevada join a chorus of other states – including, for example, California, Colorado, Maryland, Washington and Rhode Island – in implementing new pay disclosure laws. Employers with employees in Connecticut and Nevada must now disclose wage and/or wage range information at various stages in the hiring process. Connecticut and Nevada's new pay disclosure laws are designed to level the playing field for applicants, promote pay equity, and promote pay transparency and accountability.

Under Connecticut's "[An Act Concerning the Disclosure of Salary Range for a Vacant Position](#)," Connecticut employers must now provide an applicant with the wage range for their position upon the earlier of 1) the applicant's request, or 2) prior to or at the time the applicant is made an offer of compensation. With respect to current employees, Connecticut employers must also provide a wage range for an employee's position upon 1) the hiring of the employee, 2) a change in the employee's position with the employer, or 3) the employee's first request for a wage range. An aggrieved individual may bring a civil action for any violation of the law or may file a complaint with Connecticut's Labor Commissioner.

Nevada's [Senate Bill 293](#) requires employers to affirmatively provide wage or salary range or rate information to an applicant for an open position once the applicant completes an interview for such position. This requirement applies to both internal and external applicants. Violations of this law may result in administrative penalties and fines of up to \$5,000 per violation.

Employers in the above-referenced states should review their hiring practices, including pay disclosure practices, to ensure compliance with these new state laws.