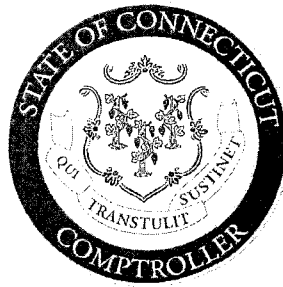


**KEVIN LEMBO**  
STATE COMPTROLLER

**MARTHA CARLSON**  
DEPUTY COMPTROLLER



STATE OF CONNECTICUT  
OFFICE *of the* STATE COMPTROLLER  
55 Elm Street  
Hartford, CT 06106

**WRITTEN TESTIMONY**  
**Kevin Lembo**  
**State Comptroller**

**Concerning**  
**H.B. 6850 An Act Concerning Pay Equity and Fairness**

**March 3, 2015**

Senator Gomes, Representative Tercyak, Senator Hwang, Representative Rutigliano and Members of the Committee:

Thank you for raising this legislation and for the opportunity to show my support for efforts to make equal pay for equal work a reality. I would also like to thank the Governor for his leadership on this issue.

According to the Institute for Women's Policy Research, the 2013 median annual earnings for women were \$39,157, while \$50,033 for men. When compared to the earnings of 2012, there was no significant improvement for either. Should the pace of change for the annual earnings ratio continue at the same rate it has since 1960, men and women will not reach pay equality until 2058.

While there are a number of factors that contribute to wage disparities between men and women, this bill is a good step to help bring parity quicker to Connecticut women. It would prohibit employers from forcing their employees to keep their salaries a secret and allow employees to have conversations about their salaries without penalty. Allowing for basic transparency is one way to erode pay inequities in the workplace. As it is commonly said, sunlight is the best disinfectant.

I urge your support.

Thank you for your consideration.