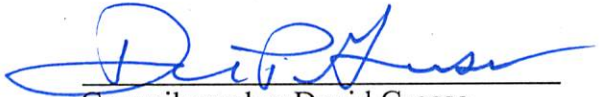




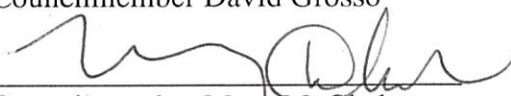
1  
2 Councilmember Jack Evans



Councilmember David Grosso

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5 Councilmember Brianne Nadeau



Councilmember Mary M. Cheh

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8 Councilmember Elissa Silverman



Councilmember Charles Allen



Councilmember Robert White

16 A BILL

19 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

23 To amend the Wage Transparency Act of 2014 to prohibit an employer from screening  
24 prospective employees based on their wage history or seeking the wage history of a  
25 prospective employee.

27 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this  
28 act may be cited as the "Fair Wage Amendment Act of 2016".

30 Sec. 2. The Wage Transparency Act of 2014 is amended as follows:

31 (a) Section 2 is amended as follows:

32 (1) Paragraph (2) is amended as follows:

33 (A) Strike the phrase "an individual, firm, association, or corporation" and  
34 insert the phrase "a person" in its place.

35 (B) Strike the phrase "the District or".

36 (2) Paragraph (3) is amended by striking the period at the end and inserting the  
37 phrase "and shall also include all nonmonetary compensation."

38 (3) A new paragraph (4) is added to read as follows:

39                   “(4) “Wage history” means information related to wages an employee has  
40 received from employers other than the inquiring employer.”.

41                   (b) Section 3 is amended as follows:

42                   (1) Paragraph (2) is amended to read as follows:

43                   “(2) Discharge, discipline, interfere with, negatively affect the terms and  
44 conditions of employment, or otherwise retaliate against an employee who inquires about,  
45 discloses, compares, or otherwise discusses the employee’s wages or the wages of another  
46 employee or is believed by the employer to have done so;”.

47                   (2) New paragraphs (4) and (5) are added to read as follows:

48                   “(4) Screen prospective employees based on their wage history; including by  
49 requiring that a prospective employee’s wage history satisfy minimum or maximum criteria or  
50 by requesting or requiring as a condition of being interviewed or as a condition of continuing to  
51 be considered for an offer of employment that a prospective employee disclose his or her wage  
52 history; or

53                   “(5) Seek the wage history of a prospective employee from the individual’s  
54 present or past employer except where:

55                   “(A) The employer has made an offer of employment with compensation  
56 to the prospective employee and seeks such information for the sole purpose of confirming  
57 information about the prospective employee’s wage history; and

58                   “(B) The prospective employee has provided written authorization for the  
59 employer to receive the specific information sought.”.

60                   (c) A new section 5a is added to read as follows:

61                   “Sec. 5a. Notice.

62           An employer shall post a notice in its workplace notifying employees of their rights under  
63 this act. The notice shall be posted in a conspicuous place in at least one location where  
64 employees congregate.”.

65           Sec. 3. Fiscal impact statement.

66           The Council adopts the fiscal impact statement in the committee report as the fiscal  
67 impact statement required by section 4a of the General Legislative Procedures Act of 1975,  
68 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

69           Sec. 4. Effective date.

70           This act shall take effect following approval by the Mayor (or in the event of veto by the  
71 Mayor, action by the Council to override the veto), a 30-day period of congressional review as  
72 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December  
73 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of  
74 Columbia Register.

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