

HOUSE BILL NO. HB0072

Wage transparency.

Sponsored by: Joint Labor, Health & Social Services Interim Committee

A BILL

for

1 AN ACT relating to labor and employment; prohibiting an
 2 employer from barring an employee from disclosing wage
 3 information; prohibiting an employer from requiring an
 4 employee to waive wage disclosure rights; prohibiting an
 5 employer from discriminating against an employee as
 6 specified; specifying employer actions which constitute an
 7 unfair employment practice; and providing for an effective
 8 date.

9

10 *Be It Enacted by the Legislature of the State of Wyoming:*

11

12 **Section 1.** W.S. 27-9-105(a) by creating a new paragraph
 13 (v) is amended to read:

14

1 27-9-105. Discriminatory and unfair employment
2 practices enumerated; limitations.

3

4 (a) It is a discriminatory or unfair employment
5 practice:

6

7 (v) For an employer to:

8

9 (A) Prohibit an employee from disclosing the
10 employee's own wages, discussing the wages of others,
11 inquiring about another employee's wages or aiding or
12 encouraging any other employee to exercise the employee's
13 rights under this paragraph. Nothing in this paragraph shall
14 be construed to create an obligation to disclose wages;

15

16 (B) Require as a condition of employment
17 nondisclosure of the employee's own wages or require the
18 employee to sign a waiver or other document that denies the
19 employee the right to disclose the employee's own wage
20 information;

21

22 (C) Discharge, discipline or in any manner
23 discriminate or retaliate against an employee by altering the

1 terms, location or conditions of employment for disclosing
2 the employee's own wages, discussing the wages of other
3 employees, inquiring about another employee's wages or aiding
4 or encouraging any other employee to exercise the employee's
5 rights under this paragraph.

6

7 **Section 2.** This act is effective July 1, 2019.

8

9

(END)