

HOUSE BILL NO. HB0111

Wage transparency.

Sponsored by: Representative(s) Throne, Byrd, Connolly,
Esquibel, K., Hunt, Krone, Lindholm, Pelkey
and Schwartz and Senator(s) Craft and
Rothfuss

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
13 paragraph (v) is amended to read:

14

1

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

4

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

7

8 (v) For an employer to:

9

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

17

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

23

1 (C) Discharge, discipline or in any manner
2 discriminate or retaliate against an employee by altering
3 the terms, location or conditions of employment for
4 disclosing the employee's own wages, discussing the wages
5 of other employees, inquiring about another employee's
6 wages or aiding or encouraging any other employee to
7 exercise the employee's rights under this paragraph.

8

9 **Section 2.** This act is effective July 1, 2016.

10

11

(END)