HOUSE BILL NO. HB0188

Wage transparency.

Sponsored by: Representative(s) Connolly, Hallinan, Sweeney and Wilson and Senator(s) Ellis, Pappas, Rothfuss and Von Flatern

A BILL

for

1 AN ACT relating to labor and employment; specifying

2 employer actions which constitute an unfair employment

3 practice; prohibiting an employer from barring an employee

4 from disclosing wage information; prohibiting an employer

5 from requiring an employee to waive wage disclosure rights;

6 prohibiting an employer from discriminating against an

7 employee as specified; and providing for an effective date.

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

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11   **Section 1.** W.S. 27-9-105(a) by creating a new

12 paragraph (v) is amended to read:

13

14   **27-9-105. Discriminatory and unfair employment**

15 **practices enumerated; limitations.**

1

2   (a) It is a discriminatory or unfair employment

3   practice:

4

5   (v) For an employer to:

6

7   (A) Prohibit an employee from disclosing

8   the employee's own wages, discussing the wages of others,

9   inquiring about another employee's wages or aiding or

10 encouraging any other employee to exercise the employee's

11 rights under this paragraph. Nothing in this subparagraph

12 shall be construed to create an obligation to disclose

13 wages;

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15   (B) Require as a condition of employment

16 nondisclosure of the employee's own wages or require the

17 employee to sign a waiver or other document that denies the

18 employee the right to disclose the employee's own wage

19 information;

20

21   (C) Discharge, discipline or in any manner

22 discriminate or retaliate against an employee by altering

23 the terms, location or conditions of employment for

1   disclosing the employee's own wages, discussing the wages

2   of other employees, inquiring about another employee's

3   wages or aiding or encouraging any other employee to

4   exercise the employee's rights under this paragraph.

5

6   **Section 2.** This act is effective July 1, 2020.

7

8   (END)