

**DRAFT ONLY
NOT APPROVED FOR
INTRODUCTION**

HOUSE BILL NO. [BILL NUMBER]

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.

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

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

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4 **27-9-105. Discriminatory and unfair employment**
5 **practices enumerated; limitations.**

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7 (a) It is a discriminatory or unfair employment
8 practice:

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10 (v) For an employer to:

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

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

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

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

(END)