

**DRAFT ONLY
NOT APPROVED FOR
INTRODUCTION**

HOUSE BILL NO.

Anti-retaliation for employees.

Sponsored by: HDraft Committee

A BILL

for

1 AN ACT relating to labor and employment; implementing an
2 anti-retaliation provision for issues related to unpaid
3 wages; providing penalties; and providing for an effective
4 date.

5

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

7

8 **Section 1.** W.S. 27-4-502 is amended to read:

9

10 **27-4-502. Claims for unpaid wages; anti-retaliation.**

11

12 (a) The department is hereby empowered to take claims
13 for unpaid wages under the provisions of W.S. 27-4-101 and

1 27-4-104. The department in taking a claim for unpaid wages
2 as provided for in this act is not to exceed the sum of
3 five hundred dollars (\$500.00) or two (2) months wages,
4 whichever is the greater, per employee per wage claim.
5

6 (b) It shall be an unlawful employment practice for
7 any employer to discharge, harass, discipline or in any
8 other manner discriminate against any employee because the
9 employee filed a claim for unpaid wages or made any other
10 complaint or instituted or caused to be instituted any
11 proceeding under or related to this act or testified,
12 assisted or participated in any manner in an investigation,
13 proceeding or hearing under this act. Any employer who
14 violates the provisions of this subsection shall be liable
15 for legal or equitable relief as may be appropriate to
16 effectuate the purposes of this act including continued
17 employment, reinstatement, promotion and the payment of
18 wages lost and an additional equal amount as liquidated
19 damages.
20

21 **Section 2.** This act is effective July 1, 2020.
22

23 (END)