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State of Minnesota

HOUSE OF REPRESENTATIVES

EIGHTY-EIGHTH SESSION

H. F. No. **2274**

02/25/2014 Authored by Masin, Mahoney, Loeffler, Bernardy, Clark and others

The bill was read for the first time and referred to the Committee on Labor, Workplace and Regulated Industries

03/06/2014 Adoption of Report: Re-referred to the Committee on Civil Law

03/20/2014 Adoption of Report: Amended and re-referred to the Committee on Jobs and Economic Development Finance and Policy

1.1 A bill for an act
1.2 relating to human rights; protecting wage disclosure; prohibiting retaliation;
1.3 amending Minnesota Statutes 2012, section 363A.08, by adding a subdivision.

1.4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.5 Section 1. Minnesota Statutes 2012, section 363A.08, is amended by adding a
1.6 subdivision to read:

1.7 Subd. 8. **Wage disclosure protection.** (a) An employer shall not:

1.8 (1) require nondisclosure by an employee of his or her wages as a condition of
1.9 employment;

1.10 (2) require an employee to sign a waiver or other document which purports to deny
1.11 an employee the right to disclose the employee's wages; or

1.12 (3) take any adverse employment action against an employee for disclosing the
1.13 employee's own wages or discussing another employee's wages which have been disclosed
1.14 voluntarily.

1.15 (b) Nothing in this subdivision shall be construed to:

1.16 (1) create an obligation on any employer or employee to disclose wages;

1.17 (2) permit an employee, without the written consent of the employer, to disclose
1.18 proprietary information, trade secret information, or information that is otherwise subject
1.19 to a legal privilege or protected by law;

1.20 (3) diminish any existing rights under the National Labor Relations Act under
1.21 United States Code, title 29, or any other provision of state or federal law protecting
1.22 employee disclosure or discussion of wages; or

1.23 (4) permit the employee to disclose wage information to a competitor of their
1.24 employer.

2.1 **EFFECTIVE DATE.** This section is effective the day following enactment.