



2.1 (1) seek the wage history or information about past wages of an employee or prospective  
2.2 employee; or

2.3 (2) require that a prospective employee's prior wage or salary history meet certain criteria.

2.4 Subd. 3. **Civil action; civil penalties.** (a) In addition to other relief allowed in section  
2.5 181.171, an employer held in violation of this section must pay a civil penalty of \$1,000  
2.6 per violation.

2.7 (b) In addition to other rights described in section 181.171, an individual aggrieved by  
2.8 a violation of this section may bring a collective or class action on behalf of others similarly  
2.9 situated.

2.10 (c) In addition to any damages or costs described in section 181.171, a person aggrieved  
2.11 by a violation of this section is entitled to compensatory damages, including lost wages or  
2.12 the difference in wages had the violation not occurred, plus an equal amount as exemplary  
2.13 damages.