SENATE
STATE OF MINNESOTA
EIGHTY-EIGHTH SESSION

S.F. No. 1999

(SENATE AUTHORS: GOODWIN, Pappas, Metzen and Schmit)

DATE	D-PG	OFFICIAL STATUS
02/27/2014	5881	Introduction and first reading
		Referred to Judiciary
03/17/2014	6273a	Comm report: To pass as amended and re-refer to Jobs, Agriculture and Rural Development
03/27/2014	6957a	Comm report: To pass as amended and re-refer to Finance

1.1   A bill for an act

1.2   relating to employment; regulating wage disclosure; prohibiting retaliation;

1.3   proposing coding for new law in Minnesota Statutes, chapter 181.

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

1.5   Section 1. **[181.172] WAGE DISCLOSURE PROTECTION.**

1.6   (a) An employer shall not:

1.7   (1) require nondisclosure by an employee of his or her wages as a condition of

1.8   employment;

1.9   (2) require an employee to sign a waiver or other document which purports to deny

1.10   an employee the right to disclose the employee's wages; or

1.11   (3) take any adverse employment action against an employee for disclosing the

1.12   employee's own wages or discussing another employee's wages which have been disclosed

1.13   voluntarily.

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

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

1.16   (2) permit an employee, without the written consent of the employer, to disclose

1.17   proprietary information, trade secret information, or information that is otherwise subject

1.18   to a legal privilege or protected by law;

1.19   (3) diminish any existing rights under the National Labor Relations Act under

1.20   United States Code, title 29; or

1.21   (4) permit the employee to disclose wage information of other employees to a

1.22   competitor of their employer.