

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		Comm report: To pass as amended and re-refer to Finance

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 must not:

1.8 (1) require as a condition of employment nondisclosure by an employee of the
 1.9 employee's wages;

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

1.12 (3) take any adverse employment action against an employee for disclosing wages or
 1.13 discussing any other employee's wages that were disclosed voluntarily.

1.14 (b) This subdivision does not create an obligation on an employer or employee to
 1.15 disclose wages. This subdivision does not apply to any information other than as set
 1.16 forth in paragraph (a).

1.17 (c) This subdivision does not diminish any existing rights under the National Labor
 1.18 Relations Act or any other provision of state or federal law protecting employee disclosure
 1.19 or discussion of wages.

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