



General Assembly

January Session, 2015

Governor's Bill No. 6850

LCO No. 1133



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:

REP. SHARKEY, 88th Dist.
REP. ARESIMOWICZ, 30th Dist.
SEN. LOONEY, 11th Dist.
SEN. DUFF, 25th Dist.

AN ACT CONCERNING PAY EQUITY AND FAIRNESS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

- 1 Section 1. (NEW) (*Effective July 1, 2015*) (a) As used in this section:
- 2 (1) "Employer" means any individual, corporation, limited liability
3 company, firm, partnership, voluntary association, joint stock
4 association, the state and any political subdivision thereof and any
5 public corporation within the state using the services of one or more
6 employees for pay;
- 7 (2) "Employee" means any individual employed or permitted to
8 work by an employer; and
- 9 (3) "Wages" means compensation for labor or services rendered by
10 an employee, whether the amount is determined on a time, task, piece,
11 commission or other basis of calculation.

12 (b) No employer shall:

13 (1) Prohibit an employee from disclosing, inquiring about or
14 discussing the amount of his or her wages or the wages of another
15 employee;

16 (2) Require an employee to sign a waiver or other document that
17 purports to deny the employee his or her right to disclose, inquire
18 about or discuss the amount of his or her wages or the wages of
19 another employee; or

20 (3) Discharge, discipline, discriminate against, retaliate against or
21 otherwise penalize any employee who discloses, inquires about or
22 discusses the amount of his or her wages or the wages of another
23 employee.

24 (c) Nothing in this section shall be construed to require any
25 employer or employee to disclose the amount of wages paid to any
26 employee.

27 (d) An action to redress a violation of subsection (b) of this section
28 may be maintained in any court of competent jurisdiction by any one
29 or more employees. An employer who violates subsection (b) of this
30 section may be found liable for compensatory damages, attorney's fees
31 and costs, punitive damages and such legal and equitable relief as the
32 court deems just and proper.

33 (e) No action shall be brought for any violation of subsection (b) of
34 this section except within two years after such violation.

This act shall take effect as follows and shall amend the following sections:		
Section 1	July 1, 2015	New section

Statement of Purpose:

To implement the Governor's budget recommendations.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]