

1 H.294

2 Introduced by Representatives Sullivan of Burlington, Belaski of Windsor,  
3 Christensen of Weathersfield, Conlon of Cornwall, Dunn of  
4 Essex, Fields of Bennington, Macaig of Williston, McCormack  
5 of Burlington, O'Sullivan of Burlington, Townsend of South  
6 Burlington, Troiano of Stannard, Walz of Barre City, and Weed  
7 of Enosburgh

8 Referred to Committee on

9 Date:

10 Subject: Labor; fair employment practices; wages

11 Statement of purpose of bill as introduced: This bill proposes to prohibit  
12 employers from requiring an applicant to disclose his or her salary and benefit  
13 history and from seeking an applicant's salary history without his or her  
14 authorization.

15 An act relating to inquiries about an applicant's salary history

16 It is hereby enacted by the General Assembly of the State of Vermont:

17 Sec. 1. 21 V.S.A. § 495~~k~~*m* is added to read:

18 § 495~~k~~*m*. SALARY HISTORY; EMPLOYMENT APPLICATIONS

19 (a) An employer shall not:

1           (1) screen a prospective employee based on his or her wages, benefits,  
2           compensation, or salary history;

3           (2) require that a prospective employee's prior wages, benefits,  
4           compensation, or salary history satisfy minimum or maximum criteria;

5           (3) request or require as a condition of being interviewed or being  
6           considered for an offer of employment that a prospective employee disclose  
7           prior wages, benefits, compensation, or salary history; or

8           (4) seek the salary history of a prospective employee from his or her  
9           current or former employer.

10          (b) Notwithstanding subdivision (a)(4) of this section, after an employer  
11          has made an offer of employment with compensation to a prospective  
12          employee, it may confirm the prior or current wages, benefits, compensation,  
13          or salary history of the prospective employee if he or she provides written  
14          authorization for the employer to do so.

*(c) Nothing in this section shall be construed to prevent an employer from:*

*(1) inquiring about a prospective employee's salary expectations or*  
*requirements; or*

*(2) providing information about the wages, benefits, compensation, or*  
*salary offered in relation to a position.*

15          Sec. 2. EFFECTIVE DATE

This act shall take effect on July 1, ~~2017~~2018.