

H.294

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

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

Sec. 1. 21 V.S.A. § 495m is added to read:

§ 495m. SALARY HISTORY; EMPLOYMENT APPLICATIONS

(a) An employer shall not:

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

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

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

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

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

Sec. 2. EFFECTIVE DATE

This act shall take effect on July 1, 2018.