

1 TO THE HONORABLE SENATE:

2 The Committee on Economic Development, Housing and General Affairs to
3 which was referred House Bill No. 294 entitled “An act relating to inquiries
4 about an applicant’s salary history” respectfully reports that it has considered
5 the same and recommends that the Senate propose to the House that the bill be
6 amended by striking out all after the enacting clause and inserting in lieu
7 thereof the following:

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

9 § 495m. SALARY HISTORY; EMPLOYMENT APPLICATIONS

10 (a) An employer shall not:

11 (1) inquire about or seek information regarding a prospective
12 employee’s current or past compensation from either the prospective employee
13 or a current or former employer of the prospective employee;

14 (2) require that a prospective employee’s current or past compensation
15 satisfy minimum or maximum criteria; or

16 (3) determine whether to interview or make an offer of employment to a
17 prospective employee based on the prospective employee’s current or past
18 compensation.

19 (b) Notwithstanding subdivision (a)(1) of this section, if a prospective
20 employee voluntarily discloses information about his or her current or past
21 compensation, an employer may, after making an offer of employment with

1 compensation to the prospective employee, seek to confirm or request that the
2 prospective employee confirm that information.

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

4 (1) inquiring about a prospective employee’s salary expectations or
5 requirements; or

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

8 (d) As used in this section, “compensation” includes wages, salary,
9 bonuses, benefits, fringe benefits, and equity-based compensation.

10 Sec. 2. EFFECTIVE DATE

11 This act shall take effect on July 1, 2018.

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14 (Committee vote: _____)

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Senator _____

FOR THE COMMITTEE