1	H.615
2	SHORT FORM
3	Introduced by Representatives Mulvaney-Stanak of Burlington, Bluemle of
4	Burlington, Anthony of Barre City, Burrows of West Windsor,
5	Cina of Burlington, Coffey of Guilford, Colburn of Burlington,
6	Goldman of Rockingham, Howard of Rutland City, Killacky of
7	South Burlington, Kornheiser of Brattleboro, Small of
8	Winooski, Stebbins of Burlington, Surprenant of Barnard,
9	Vyhovsky of Essex, and Walz of Barre City
10	Referred to Committee on
11	Date:
12	Subject: Labor; employment practices; wages; discrimination; disclosure;
13	privacy
14	Statement of purpose of bill as introduced: This bill proposes to:
15	(1) amend the law protecting applicants for employment from inquiries
16	regarding their current or past compensation by:
17	(A) requiring employers to disclose the pay scale for a specific
18	position or job title to applicants for employment and employees who currently
19	hold that position or job;

BILL AS INTRODUCED 2022

1	(B) prohibiting an employer from disclosing a current or former
2	employee's compensation history without the employee's authorization unless
3	the employee's compensation is publicly available; and
4	(C) if an employer learns an applicant's current or former
5	compensation, prohibiting the employer from using that information to
6	determine the compensation offered to the applicant;
7	(2) require employers with 10 or more employees to annually submit to
8	the Department of Labor information regarding compensation paid to their
9	employees that is broken down by gender and race and to require the
10	Department of Labor to publish that information in a searchable format on a
11	publicly accessibly website; and
12	(3) amend Vermont's wage discrimination statute to prohibit wage
13	discrimination on the basis of race or gender identity.
14	An act relating to compensation history and transparency
15	It is hereby enacted by the General Assembly of the State of Vermont:
16	(TEXT OMITTED IN SHORT-FORM BILLS)