

H.615: Improve Wage Transparency and Strengthen Protections from Wage Discrimination

Rep. Emma Mulvaney-Stanak



The Why:

H.615 takes concrete steps towards closing gender and racial wage gaps, addressing pay equity and strengthening protections for minoritized workers in the hiring process.

The Need:

- ★ Vermont women are paid 84 cents to every dollar paid to a man (full time).
- ★ 39% of Vermont women working full time do not make a livable wage.
- ★ Black women are paid 64 cents and Latinx women are paid 57 cents to every dollar paid to a white man (full time).
- ★ The pandemic has had a disproportionate negative impact on women who have been forced to leave the workforce. This is increasing pressure on Vermont families and expected to widen the wage gap.



1 - Wage Transparency: Prospective Employees

Current Vermont law: “Salary History Law” (2005, 2018): Employer cannot discipline or retaliate against an employee for disclosing wage information. Employer cannot seek wage history from a prospective employee. If employee volunteers wage information, employer not precluded from using information in making a job offer.

Proposed Change:

- Require employers to disclose the pay scale for position/job and employees who currently hold that position/job. Ex: posting compensation in job postings (salary range or starting wage).
- Prohibit an employer from disclosing a current or former employee’s compensation history without employee’s permission (except for cases where compensation is publicly available).
- Prohibit an employer from using known compensation information in a negative way when setting hiring wage/salary. (1C)





2 - Wage Transparency: Data Collection

Current practice: Limited data collection on wage/salary data by Department of Labor. Only limited wage information based on gender (female-male) data collected (ex: UI weekly compensation).

Proposed change: Require employers with 10 or more employees to annually submit compensation information, including by gender and race, to the Department of Labor information. Provide information in an accessible manner to the public.





3 - Wage Discrimination / Equal Pay

Current Vermont law: “Equal Pay” (2002): Employers prohibited from discriminating against employees on the basis of sex. Employers must pay equal wages to all employees, regardless of their sex, who are performing equal work under similar working conditions.

Proposed Change: Add race and gender identity as protected categories for equal pay wage discrimination.



Thank you. Questions?

Rep. Emma Mulvaney-Stanak
emulvaneystanak@leg.state.vt.us