

1.1 moves to amend H.F. No. 2274 as follows:

1.2 Delete everything after the enacting clause and insert:

1.3 "Section 1. Minnesota Statutes 2012, section 363A.08, is amended by adding a
1.4 subdivision to read:

1.5 Subd. 8 Wage disclosure protection. (a) An employer shall not:

1.6 (1) require nondisclosure by an employee of his or her wages as a condition of
1.7 employment;

1.8 (2) require an employee to sign a waiver or other document which purports to deny
1.9 an employee the right to disclose the employee's wages; or

1.10 (3) take any adverse employment action against an employee for disclosing the
1.11 employee's wages or discussing another employee's wages which have been disclosed
1.12 voluntarily.

1.13 (b) Nothing in this section shall be construed to:

1.14 (1) create an obligation on any employer or employee to disclose wages;

1.15 (2) permit an employee without the consent of the employer, to disclose proprietary
1.16 information, trade secret information, or information that is otherwise subject to a legal
1.17 privilege; or

1.18 (3) diminish any existing rights under the National Labor Relations Act under
1.19 United States Code, title 29, or any other provision of state or federal or law protecting
1.20 employee disclosure or discussion of wages.

1.21 **EFFECTIVE DATE.** This section is effective the day following enactment. "

1.22 Amend the title accordingly