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The bill prohibits all private and public employers in the state from requiring current or prospective employees to disclose their past salaries or compensation and from seeking information about past salaries or compensation. The bill also prohibits employer requirements that past salaries or compensation meet certain standards, such as minimum or maximum past salaries.

Employees or prospective employees aggrieved by violations of the prohibition could bring claims in court seeking damages. Damages would be double any lost wages or the difference in wages had the violation not occurred. Plaintiffs could also bring such claims as class actions.