

Subject Wage disclosure  
Authors Mahoney and Huot  
Analyst Ben Weeks  
Date February 26, 2019

## Summary

Section	Description
1	<b>Civil action; damages [§ 181.171, subd. 1]</b> Allows an employee to bring a lawsuit for damages, and other relief, for a violation of the wage disclosure requirement prohibition of section 3.
2	<b>Employer; definition [§ 181.171, subd. 4]</b> Defines employer, for purposes of section 3, as any person with one or more employees, including the state and its subdivisions.
3	<b>Wage disclosure requirements prohibited [§ 181.173]</b> <b>Subd. 1. Seeking wage disclosure prohibited.</b> Prohibits an employer seeking the earnings history of an employee or prospective employee, and from using any wage history information in making decisions about future wages. <b>Subd. 2. Civil action; civil penalties.</b> Provides for a civil penalty of \$1,000 per violation of the wage disclosure prohibitions of subdivision 1. The subdivision also allows an employee to bring a lawsuit for lost wages, plus liquidated damages equal to the amount of lost wages.