

SENATE BILL NO. 158

INTRODUCED BY D. SANDS

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A BILL FOR AN ACT ENTITLED: "AN ACT ADVANCING CONDITIONS FOR PAY EQUITY; ALLOWING AN EMPLOYEE TO DISCUSS WAGES WITHOUT PENALTY FROM AN EMPLOYER; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

NEW SECTION. **Section 1. Pay disclosure.** (1) An employer may not require as a condition of employment that an employee:

- (a) refrain from disclosing the employee's own wages, salary, or benefits; or
- (b) sign a waiver or other document that purports to deny the employee the right to disclose the amount of the employee's own wages, salary, or benefits.

(2) An employer may not discharge, formally or informally discipline, or otherwise discriminate against an employee who discloses the amount of the employee's own wages, salary, or benefits.

NEW SECTION. **Section 2. Codification instruction.** [Section 1] is intended to be codified as an integral part of Title 39, chapter 3, part 1, and the provisions of Title 39, chapter 3, part 1, apply to [section 1].

NEW SECTION. **Section 3. Effective date.** [This act] is effective on passage and approval.

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