

## CHAPTER 290

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**LABOR AND INDUSTRY**


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**HOUSE BILL 17-1269**

BY REPRESENTATIVE(S) Danielson and Nordberg, Becker K., Bridges, Buckner, Carver, Esgar, Ginal, Gray, Hamner, Herod, Hooton, Jackson, Kennedy, Lebsack, McLachlan, Melton, Michaelson Jenet, Mitsch Bush, Pettersen, Rosenthal, Salazar, Singer, Valdez, Weissman, Winter, Young, Duran;  
 also SENATOR(S) Martinez Humenik and Donovan, Aguilar, Court, Fenberg, Fields, Garcia, Guzman, Jones, Kefalas, Kerr, Merrifield, Moreno, Todd.

**AN ACT****CONCERNING THE REPEAL OF THE PROHIBITION OF AN ACTION AGAINST AN EMPLOYEE FOR SHARING WAGE INFORMATION.**

*Be it enacted by the General Assembly of the State of Colorado:*

**SECTION 1.** In Colorado Revised Statutes, 24-34-402, **amend** (1)(i) as follows:

**24-34-402. Discriminatory or unfair employment practices.** (1) It shall be a discriminatory or unfair employment practice:

(i) Unless otherwise permitted by federal law, for an employer to discharge, discipline, discriminate against, coerce, intimidate, threaten, or interfere with any employee or other person because the employee inquired about, disclosed, compared, or otherwise discussed the employee's wages; to require as a condition of employment nondisclosure by an employee of his or her wages; or to require an employee to sign a waiver or other document that purports to deny an employee the right to disclose his or her wage information. ~~This paragraph (i) shall not apply to employers who are exempt from the provisions of the "National Labor Relations Act", 29 U.S.C. sec. 151 et seq.~~

**SECTION 2. Act subject to petition - effective date.** This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly (August 9, 2017, if adjournment sine die is on May 10, 2017); except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect

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*Capital letters indicate new material added to existing statutes; dashes through words indicate deletions from existing statutes and such material not part of act.*

unless approved by the people at the general election to be held in November 2018 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.

Approved: June 2, 2017