

HB26-1210

HOUSE FLOOR AMENDMENT

Second Reading

BY REPRESENTATIVE DeGraaf

1 Amend the Business Affairs and Labor Committee Report, dated March
2 12, 2026, page 5, strike lines 19 and 20 and substitute:

3 "(a) A PERSON SHALL NOT USE AN INDIVIDUALIZED WAGE-SETTING
4 ALGORITHM TO DETERMINE COMPENSATION FOR A WORKER OR APPLICANT
5 BASED ON SURVEILLANCE DATA THAT IS UNRELATED TO THE WORKER'S OR
6 APPLICANT'S JOB DUTIES, QUALIFICATIONS, PRODUCTIVITY, OR
7 EXPERIENCE."

8 Page 5, line 27, strike "AND".

9 Page 5, after line 36 insert:

10 "(III) COMPENSATION IS BASED ON SENIORITY, MERIT, QUANTITY
11 OR QUALITY OF PRODUCTION, CREDENTIALING, GEOGRAPHIC
12 LABOR-MARKET CONDITIONS, SHIFT DIFFERENTIALS, OR OTHER BONA FIDE
13 BUSINESS FACTORS, SO LONG AS SUCH FACTORS ARE DISCLOSED TO THE
14 EMPLOYEE OR APPLICANT UPON REQUEST."

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