



# Legislative Council Staff

## Research Note

Version: Final

Date: 6/3/2017

### Bill Number

House Bill 17-1269

### Sponsors

*Representatives Danielson & Nordberg*  
*Senators Martinez Humenik & Donovan*

### Short Title

*Repeal Prohibition Of Wage Sharing Information*

### Research Analyst

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### Status

This research note reflects the final version of the bill, which becomes effective on August 9, 2017, assuming no referendum petition is filed.

### Background

Current law exempts employers who are exempt from the provisions of the National Labor Relations Act (29 U.S.C. § 151, *et seq.*) from the provision of Colorado law that makes it a discriminatory or unfair employment practice 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;
- require as a condition of employment nondisclosure by an employee of his or her wages; or
- 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.

Employers that are exempt from the provisions of the National Labor Relations Act include:

- the U.S. or any wholly owned government corporation;
- any Federal Reserve Bank;
- any state or political subdivision thereof;
- any person subject to the Railway Labor Act;

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- any labor organization (other than when acting as an employer); or
- anyone acting in the capacity of office or agency of such labor organization.

## House Action

**House Business Affairs and Labor Committee (March 30, 2017).** At the hearing, a representative from the Colorado Women's Bar Association testified in support of the bill. The committee referred the bill, unamended, to the House Committee of the Whole.

**House second reading (April 3, 2017).** The House passed the bill, unamended, on second reading.

**House third reading (April 4, 2017).** The House passed the bill, unamended, on third reading.

## Senate Action

**Senate Business, Labor, & Technology Committee (April 12, 2017).** At the hearing, a representative from the Colorado Women's Bar Association testified in support of the bill. The committee referred the bill, unamended, to the Senate Committee of the Whole.

**Senate second reading (April 19, 2017).** The Senate passed the bill on second reading with no amendments.

**Senate third reading (April 20, 2017).** The Senate passed the bill on third reading with no amendments.

## Relevant Research

Legislative Council Staff, *Gender Pay Equity*, Issue Brief, February 2016:  
[http://leg.colorado.gov/sites/default/files/ib\\_17-06\\_pay\\_equity.pdf](http://leg.colorado.gov/sites/default/files/ib_17-06_pay_equity.pdf)