

HOUSE BILL No. 2643

By Representative S. Ruiz

2-12

1 AN ACT concerning employment; relating to unlawful employment
2 practices; discussion or disclosure of wages; civil action.

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4 *Be it enacted by the Legislature of the State of Kansas:*

5 Section 1. (a) It shall be an unlawful employment practice for an
6 employer to:

7 (1) Require as a condition of employment that an employee refrain
8 from inquiring about, discussing or disclosing the employee's wages or the
9 wages of another employee;

10 (2) require an employee to sign a waiver or other document that
11 purports to deny an employee the right to disclose or discuss the
12 employee's wages; or

13 (3) discharge, formally discipline or otherwise discriminate against an
14 employee for inquiring about, discussing or disclosing the employee's
15 wages or the wages of another employee.

16 (b) Any employee who has been discharged, discriminated or
17 retaliated against in the terms and conditions of such employee's
18 employment due to the fact that the employee engaged in any conduct
19 described in subsection (a) may be reinstated and recover reimbursement
20 for lost wages and work benefits, including interest thereon, caused by the
21 acts of the employer, and appropriate equitable relief in a civil action.

22 (c) A civil action brought under this section may be commenced not
23 later than one year after the cause of action occurs.

24 Sec. 2. This act shall take effect and be in force from and after its
25 publication in the statute book.