

2016 Regular Session

HOUSE BILL NO. 211

BY REPRESENTATIVE CONNICK

EMPLOYMENT/WAGES: Provides with respect to wage secrecy

1 AN ACT

2 To enact R.S. 23:643, relative to the payment of employees; to provide for transparency  
3 regarding wage information between employees; to prohibit discipline, retaliation,  
4 or discrimination for the disclosure of wages; and to provide for related matters.

5 Be it enacted by the Legislature of Louisiana:

6 Section 1. R.S. 23:643 is hereby enacted to read as follows:

7 §643. Pay secrecy; prohibition

8 A. No employer shall require, as a condition of employment, that an  
9 employee refrain from disclosing the amount of his wages or to sign a waiver,  
10 nondisclosure, or other document that purports to deny the employee the right to  
11 disclose the amount of his wages.

12 B. No employer shall retaliate, discipline, discharge, or otherwise  
13 discriminate against an employee who has discussed his own wages or inquired  
14 about or discussed wage information with another employee who voluntarily  
15 discloses his own wage information.

16 C. Nothing in this Section shall be construed to create an obligation on any  
17 employee to disclose wages; permit an employee, without the written consent of the  
18 employer, to disclose proprietary information, trade secret information, or  
19 information that is otherwise subject to a legal privilege or protected by law;  
20 diminish any existing rights pursuant to the National Labor Relations Act; or permit

1        the employee to disclose wage information of other employees to a competitor of the  
2        employer.

---

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

---

HB 211 Original

2016 Regular Session

Connick

**Abstract:** Prohibits an employer from retaliating against an employee for discussing wage information.

Proposed law prohibits an employer from requiring pay secrecy from his employees.

Proposed law prohibits an employer from retaliating against an employee for discussion of wage information with other employees.

Proposed law clarifies that proposed law does not require any employee to disclose wages, disclose proprietary information or wage information to a competitor, or otherwise restrict a right to which an employee is entitled by federal law.

(Adds R.S. 23:643)