

Second Regular Session  
Seventieth General Assembly  
STATE OF COLORADO

**REENGROSSED**

*This Version Includes All Amendments  
Adopted in the House of Introduction*

LLS NO. 16-0576.01 Kristen Forrestal x4217

**HOUSE BILL 16-1156**

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**A BILL FOR AN ACT**

101 **CONCERNING THE PROHIBITION OF AN ACTION AGAINST AN EMPLOYEE**  
102 **FOR SHARING WAGE INFORMATION.**

**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://www.leg.state.co.us/billsummaries>.)*

Current law states that it is a discriminatory and unfair labor 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, unless otherwise permitted by federal law. Federal law exempts certain classes of employers from

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters indicate new material to be added to existing statute.  
Dashes through the words indicate deletions from existing statute.*

HOUSE  
3rd Reading Unamended  
March 29, 2016

HOUSE  
2nd Reading Unamended  
March 28, 2016

discrimination laws. The bill strikes the reference to that exemption and extends the current law to those classes of employers, thereby providing discrimination protections to all employees.

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

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

4           **24-34-402. Discriminatory or unfair employment practices.**  
5 (1) It shall be a discriminatory or unfair employment practice:

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

16           **SECTION 2. Act subject to petition - effective date.** This act  
17 takes effect at 12:01 a.m. on the day following the expiration of the  
18 ninety-day period after final adjournment of the general assembly (August  
19 10, 2016, if adjournment sine die is on May 11, 2016); except that, if a  
20 referendum petition is filed pursuant to section 1 (3) of article V of the  
21 state constitution against this act or an item, section, or part of this act  
22 within such period, then the act, item, section, or part will not take effect  
23 unless approved by the people at the general election to be held in

- 1 November 2016 and, in such case, will take effect on the date of the
- 2 official declaration of the vote thereon by the governor.