

2024 Regular Session

SENATE BILL NO. 174

BY SENATOR CARTER

EMPLOYMENT. Provides relative to employment practices related to wage history, wage disclosure, and retaliation. (8/1/24)

1 AN ACT

2 To amend and reenact R.S. 23:664(D) and to enact R.S. 23:333 and 664(F), relative to  
3 employment discrimination; to prohibit certain employment practices; to prohibit the  
4 use of wage history under certain circumstances; to provide for wage disclosure; to  
5 provide for limitations on protections; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 23:664(D) is hereby amended and reenacted and R.S. 23:333 and  
8 664(F) are hereby enacted to read as follows:

9 **§333. Unlawful employment practice by employers prohibited; wage history,**  
10 **wage disclosure, and retaliation**

11 **A. It is an unlawful employment practice for an employer to inquire**  
12 **about or rely on the wage history of an applicant for an offer of employment by**  
13 **doing any of the following:**

14 **(1) Screening a job applicant based on his current or prior wages,**  
15 **benefits, or other compensation, or salary history, including requiring that an**  
16 **applicant's prior wages, benefits, or other compensation, or salary history**  
17 **satisfy minimum or maximum criteria.**





employment action against an employee who inquires, discloses, compares, or otherwise discusses his wages, another employee's wages, or aids or encourages any other employee to exercise the same actions.

Proposed law provides that the protections provided for in proposed law are not applicable when an employee who has access to the wage information of other employees as a part of his essential job function discloses the wages of other employees to individuals who do not have access to such information, unless the disclosure is required by law.

Present law provides that it is unlawful for an employer to interfere with, restrain, or deny the exercise of, or attempt to exercise, any right provided under present law.

Present law further provides that it is unlawful for any employer to discriminate, retaliate, or take any adverse employment action against an employee who inquires, discloses, compares, or discusses his wages, another employee's wages, or aids or encourages any other employee to exercise the same rights.

Proposed law retains present law and also provides that the protections provided for under present law do not apply to an employee who has access to other employees' wage information as a part of his essential job function and who discloses the wage information to individuals who do not have access to such information, unless the disclosure is required by law.

Effective August 1, 2024.

(Amends R.S. 23:664(D); adds R.S. 23:333 and 664(F))