

REFERENCE TITLE: **employee rights; wage disclosure**

State of Arizona
Senate
Fifty-sixth Legislature
First Regular Session
2023

SB 1362

Introduced by
Senators Mendez: Diaz, Epstein, Fernandez, Gonzales, Hatathlie, Hernandez,
Sundareshan

AN ACT

**AMENDING TITLE 23, CHAPTER 2, ARTICLE 1, ARIZONA REVISED STATUTES, BY
ADDING SECTION 23-207; RELATING TO EMPLOYMENT PRACTICES.**

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 23, chapter 2, article 1, Arizona Revised
3 Statutes, is amended by adding section 23-207, to read:

4 23-207. Wage disclosure; protection; prohibitions; civil
5 action

6 A. AN EMPLOYER MAY NOT DO ANY OF THE FOLLOWING:

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 THE EMPLOYEE THE RIGHT TO DISCLOSE OR DISCUSS THE
12 EMPLOYEE'S WAGES.

13 3. DISCHARGE, FORMALLY DISCIPLINE OR OTHERWISE DISCRIMINATE AGAINST
14 AN 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 AGAINST IN
17 THE TERMS AND CONDITIONS OF THE EMPLOYEE'S EMPLOYMENT OR RETALIATED
18 AGAINST IN THE TERMS AND CONDITIONS OF THE EMPLOYEE'S EMPLOYMENT BECAUSE
19 THE EMPLOYEE ENGAGED IN ANY CONDUCT PROTECTED UNDER SUBSECTION A OF THIS
20 SECTION MAY RECOVER IN A CIVIL ACTION REINSTATEMENT AND REIMBURSEMENT FOR
21 LOST WAGES AND WORK BENEFITS, INCLUDING INTEREST ON THE LOST WAGES AND
22 WORK BENEFITS, CAUSED BY THE ACTS OF THE EMPLOYER, AS WELL AS APPROPRIATE
23 EQUITABLE RELIEF.

24 C. A CIVIL ACTION BROUGHT UNDER THIS SECTION SHALL BE COMMENCED NOT
25 LATER THAN ONE YEAR AFTER THE CAUSE OF ACTION OCCURS.