

REFERENCE TITLE: **wage disclosure; prohibitions**

State of Arizona  
House of Representatives  
Fifty-second Legislature  
Second Regular Session  
2016

## **HB 2416**

Introduced by  
Representatives Mach, Andrade, Bolding, Cardenas, Clark, Espinoza,  
Fernandez, Otondo, Rios, Velasquez: Friese, Gabaldón, Hale, McCune Davis,  
Mendez

**AN ACT**

**AMENDING TITLE 23, CHAPTER 2, ARTICLE 1, ARIZONA REVISED STATUTES, BY ADDING SECTION 23-205; 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 Statutes,  
3 is amended by adding section 23-205, to read:

4 23-205. Wage disclosure; prohibitions

5 AN EMPLOYER MAY NOT:

6 1. DISCHARGE, FORMALLY DISCIPLINE OR OTHERWISE DISCRIMINATE AGAINST AN  
7 EMPLOYEE BECAUSE THE EMPLOYEE DISCLOSES THE AMOUNT OF THE EMPLOYEE'S WAGES,  
8 SALARY OR PAID BENEFITS.

9 2. REQUIRE AN EMPLOYEE TO SIGN A WAIVER OR OTHER DOCUMENT THAT  
10 PROHIBITS THE EMPLOYEE FROM DISCLOSING THE EMPLOYEE'S WAGE, SALARY OR BENEFIT  
11 INFORMATION.