

# SENATE BILL NO. 1193

102ND GENERAL ASSEMBLY

INTRODUCED BY SENATOR ROBERTS.

2910S.01I

KRISTINA MARTIN, Secretary

## AN ACT

To amend chapter 290, RSMo, by adding thereto one new section relating to inquiries of wage ranges, with penalty provisions.

*Be it enacted by the General Assembly of the State of Missouri, as follows:*

Section A. Chapter 290, RSMo, is amended by adding thereto one new section, to be known as section 290.155, to read as follows:

**290.155. 1. As used in this section, the following terms mean:**

(1) "Employer", any individual, corporation, limited liability company, firm, partnership, voluntary association, joint stock association, the state and any political subdivision thereof, any public corporation within the state, and any other entity using the services of one or more employees for pay;

(2) "Wage range", the range of wages an employer anticipates relying on when setting wages for a position, and may include reference to any applicable pay scale, previously determined range of wages for the position, actual range of wages for those employees currently holding comparable positions or the employer's budgeted amount for the position;

(3) "Wages", compensation for labor or services rendered by an employee, whether the amount is determined on

18 a time, task, piece, commission, or other basis of  
19 calculation.

20 2. No employer shall fail or refuse to provide a wage  
21 range to:

22 (1) A prospective employee for a position for which  
23 the prospective employee is applying, upon the earliest of  
24 the prospective employee's request or prior to or at the  
25 time an offer of compensation is made; or

26 (2) An employee who has applied for a promotion or  
27 transfer to a new position if an employee has:

28 (a) Completed an interview for the promotion or  
29 transfer or been offered the promotion or transfer; and

30 (b) Requested the wage or salary range or rate for the  
31 promotion or transfer.

32 3. Nothing in this section shall prohibit an employer  
33 or employment agency from asking a prospective employee  
34 about his or her wage or salary expectation for the position  
35 for which such person is applying.

36 4. An employer found to violate any provision of this  
37 section shall be punished by a fine of not less than one  
38 thousand dollars and not more than five thousand dollars.

✓