



SPONSOR: Rep. Keeley & Rep. Longhurst & Sen. Henry  
Reps. Baumbach, Bennett, Bentz, Bolden, Heffernan, Kowalko,  
Lynn, Mulrooney, Osienski, Paradee, K. Williams; Sens.  
Blevins, Peterson, Townsend

HOUSE OF REPRESENTATIVES

148th GENERAL ASSEMBLY

HOUSE BILL NO. 314  
AS AMENDED BY  
HOUSE AMENDMENT NO. 1

AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO UNLAWFUL EMPLOYMENT PRACTICES.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

Section 1. Amend § 711, Title 19 of the Delaware Code by making deletions as shown by strike through and insertions as shown by underline as follows and by redesignating accordingly:

§ 711 Unlawful employment practices; employer practices.

(i) It shall be an unlawful employment practice for an employer to:

(1) Require as a condition of employment that an employee refrain from inquiring about, discussing, or disclosing his or her wages or the wages of another employee.

(2) Require an employee to sign a waiver or other document which purports to deny an employee the right to disclose or discuss his or her wages.

(3) Discharge, formally discipline, or otherwise discriminate against an employee for inquiring about, discussing, or disclosing his or her wages or the wages of another employee.

(4) Nothing in this section creates an obligation for an employer or employee to disclose wages.