



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

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:

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

3 § 711 Unlawful employment practices; employer practices.

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

5 (1) Require as a condition of employment nondisclosure by an employee of his or her wages.

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

8 (3) Discharge, formally discipline, or otherwise discriminate against for job advancement an employee who  
9 discloses his or her wages.

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

SYNOPSIS

This bill makes it an unlawful employment practice for an employer to require an employee to not disclose his or her wages.