

# Wage disclosure protection

## WHAT IS WAGE DISCLOSURE PROTECTION?

You are allowed to share information about your wages and working conditions with other people.

## YOUR EMPLOYER CANNOT:

- stop you from telling anyone about your wages or conditions of employment;
- require you to sign a waiver that takes away your right to tell others about your wages or working conditions; or
- treat you differently because you told someone about your wages or working conditions.



## WHAT IS MY EMPLOYER REQUIRED TO DO?

Your employer must provide notice about your rights under this law in the company's employee handbook.

## WHAT DOES THIS LAW NOT COVER?

- It does not require you to tell anyone about your wages.
- It does not allow you to share proprietary information (trade secrets) or other legally protected information of your employer.
- It does not take away any of your rights under the National Labor Relations Act.
- It does not allow you to share wage information of other employees with a competitor of your employer.

## WHAT CAN I DO IF I THINK MY RIGHTS HAVE BEEN VIOLATED?

- Call the Minnesota Department of Labor and Industry's Labor Standards unit at 651-284-5070.



Labor Standards • 443 Lafayette Road N. • St. Paul, MN 55155  
(651) 284-5075 • 1-800-342-5354 • (651) 284-5099 (Spanish) • [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us) • [www.dli.mn.gov](http://www.dli.mn.gov)

Notice: This flier is a brief summary of Minnesota law. It is intended as a guide and is not to be considered a substitute for Minnesota Statutes regarding wage and hour laws.

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