

# 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 Division at 651-284-5075.



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