

**House File 2453 - Introduced**

HOUSE FILE 2453

BY BENNETT

**A BILL FOR**

1 An Act relating to wage discrimination under the Iowa civil  
2 rights Act.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 216.6A, subsection 2, Code 2022, is  
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *Ob.* It shall be an unfair or discriminatory  
4 practice for any employer or agent of any employer to inquire  
5 about a prospective employee's wage or salary history before an  
6 offer of employment with compensation has been negotiated and  
7 made to the prospective employee, unless a prospective employee  
8 has voluntarily disclosed such information.

9 Sec. 2. Section 216.6A, Code 2022, is amended by adding the  
10 following new subsection:

11 NEW SUBSECTION. 3A. In an action alleging wage  
12 discrimination under this section, an employer shall not use an  
13 employee's prior wage and salary history as a defense to such  
14 action.

15 EXPLANATION

16 The inclusion of this explanation does not constitute agreement with  
17 the explanation's substance by the members of the general assembly.

18 This bill provides that it shall be an unfair or  
19 discriminatory practice relating to wage discrimination  
20 under Code chapter 216 for any employer to inquire about a  
21 prospective employee's wage or salary history before an offer  
22 of employment with compensation has been made. The bill also  
23 provides that in an action alleging wage discrimination, an  
24 employer shall not use an employee's prior wage and salary  
25 history as a defense.