



A GUIDE TO MINNESOTA'S LAWS ABOUT 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.

CONTACT INFORMATION

Department of Labor and Industry
Labor Standards
443 Lafayette Road N., St. Paul, MN 55155-4306

Phone: (651) 284-5070, toll-free: 1-800-342-5354
dli.laborstandards@state.mn.us
www.dli.mn.gov/laborlaw.asp



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

This document can be provided in different forms, such as large print, Braille or audio, by calling (651) 284-5005 or 1-800-342-5354.