

# Dem bill aims to establish job listing pay transparency

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Rep. Jimmy Anderson is circulating legislation that would require employers to include information on pay and benefits in job listings.

The Fitchburg Dem recently sent out a co-sponsorship memo for the bill, which he says will help ensure the state job market remains competitive.

“If companies truly believe their salaries are industry-competitive, they ought to have no qualms about posting them up front to entice workers,” he wrote in the memo. “Keeping salaries shrouded in secrecy serves no purpose other than to try to keep salary ranges obscure- and lower.”

Under the bill, employers would have to include in any listing for job vacancies or employment opportunities the salary or hourly wages, or a range for those figures, that they would offer to the person filling the position. According to a Legislative Reference Bureau analysis, job listings would have to include any other benefits or compensation for the role as well.

Employers would also need to keep records of job listings and associated wages, salary and benefits for at least two years after the position is filled. If it's passed into law, any violations would result in a fine of at least \$500 and no more than \$10,000 per violation.

In his message to other lawmakers, Anderson says highly qualified applicants often go through the process of applying for jobs before finding out “extremely late” that the salary is insufficient based on their skills and experience.

“Not only does this help prospective employees, but it also helps current employees understand what the current salary bands are for new hires so that they can use this information as a negotiation tool if and when they need to advocate for their own compensation needs,” Anderson wrote.

The co-sponsorship deadline is noon Dec. 14.

See the memo:

<https://www.wisconsinlobbyists.com/resources/Co-Sponsorship%20Memos/12.1.2023/LRB-2693%20Salary%20transparency%20Memo.pdf>

*-By Alex Moe*