



State of Wisconsin  
2023 - 2024 LEGISLATURE

LRB-2693/1

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## 2023 ASSEMBLY BILL 905

January 4, 2024 - Introduced by Representatives J. ANDERSON, SINICKI, C. ANDERSON, EMERSON, JOERS, MADISON and PALMERI, cosponsored by Senators L. JOHNSON and LARSON. Referred to Committee on Labor and Integrated Employment.

**AN ACT** *to create* 103.365 of the statutes; **relating to:** providing wage information in job listings, granting rule-making authority, and providing a penalty.

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### ***Analysis by the Legislative Reference Bureau***

This bill requires employers to include in listings for job vacancies or employment opportunities the hourly wages or salary, or the range of hourly wages or salary, that the employer will offer to the individual who is hired. The bill also requires the listing to include any other benefits or compensation that the employer will provide.

The bill also provides that employers are required to retain records of listings for job vacancies and employment opportunities, including information regarding wages, salary, and other benefits, for at least two years after the vacancy or employment opportunity is filled. Finally, the bill provides that an employer who violates a requirement under the bill shall forfeit not less than \$500 and not more than \$10,000 for each violation.

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***The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:***

**SECTION 1.** 103.365 of the statutes is created to read:

**103.365 Wage transparency in job listings; penalty.** (1) LISTING REQUIREMENT. If an employer posts a listing for a job vacancy or employment opportunity, the employer shall include in the listing the hourly wages or salary, or range of hourly wages or salary, and a description of all benefits and other compensation that the employer will offer to the individual hired for the job or employment opportunity.

(2) RECORD RETENTION. An employer shall retain records of listings for job vacancies and employment opportunities, including the information provided in sub. (1), for at least 2 years after the vacancy or employment opportunity is filled or no longer published, whichever is later, and shall allow the department or an employee of the employer to review the records.

(3) PENALTY. Any employer who violates this section shall forfeit not less than \$500 nor more than \$10,000 for each violation. Each failure to comply with a duty under this section is a separate violation.

(4) RULES. The department shall promulgate rules to implement this section.

**(END)**