

**HOUSE BILL No. 2711**

By Representative Whipple

2-7

1 AN ACT concerning judicial, legislative and executive state employees;  
2 relating to wage discrimination based on gender; applications for  
3 employment to state agencies.  
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5 *Be it enacted by the Legislature of the State of Kansas:*

6 Section 1. (a) A state agency may not discharge or in any manner  
7 discriminate or retaliate against a state employee who advocates within or  
8 outside the workplace against discrimination in the rate of pay based on  
9 gender for equivalent work.

10 (b) All state agencies shall advise in writing all applicants for  
11 employment with the state agency the range of pay for the position or  
12 positions the applicant is applying for and all factors considered by the  
13 state agency in determining the salary level awarded to a successful  
14 applicant.

15 (c) The provisions of this section shall be in addition to any other  
16 applicable provisions of state law prohibiting discrimination against state  
17 employees.

18 (d) The provisions of this section shall not be construed to authorize  
19 the violation of reasonable, lawful and consistently and fairly applied  
20 workplace restrictions on the exercise of the speech protected by this  
21 section during work hours or by the use of state resources or equipment.

22 (e) For purposes of this section:

23 (1) "Advocate" includes any speech, statements, discussion or  
24 complaints, whether written or verbal, whether informal or formal, and  
25 whether communicated to other state employees or state officers or any  
26 other person, including, but not limited to, communications for the purpose  
27 of organizing employees, organizing demonstrations or communications  
28 with a supervisor or another state or federal agency or with respect to an  
29 action in a court of law alleging gender-based wage discrimination;

30 (2) "state agency" means any executive, legislative or judicial state  
31 office, officer, department, board, commission, institution, bureau, agency,  
32 or authority or any division or unit thereof; and

33 (3) "state employee" means any appointed or elected officer or an  
34 employee of any state agency.

35 Sec. 2. This act shall take effect and be in force from and after its  
36 publication in the statute book.