

Law & Policy Group

# Roundup: US employer resources on states' recent equal pay laws

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## Section 1

# Introduction

The federal Equal Pay Act of 1963 requires that men and women in the same workplace receive equal pay for equal work. In recent years, many states have taken further efforts to address equal pay, such as enacting laws that prohibit employers from asking job applicants about salary history, requiring disclosure of salary ranges and pay data, protecting employees who disclose their pay, expanding equal pay protections for characteristics other than sex, and broadening comparisons of work and pay. In 2023, New Jersey and Illinois expanded equal pay protections to temporary workers.

Stronger federal legislation — the Paycheck Fairness Act — was first introduced in 1997 but has failed to pass after numerous attempts — most recently in June 2021.

On March 15, 2022, the Biden administration also announced commitments to advance pay equity and in January 2024, it issued equal pay measures that will apply to federal contractors and the federal workforce.

This roundup primarily focuses on recent state legislative initiatives pertaining to salary history bans and salary range disclosure requirements that affect private sector employers, and provides links to state resources from organizations, government websites, third-party resources and news articles. Certain cities have also taken action, but they are generally beyond the scope of this roundup.

## Section 2

# Multistate equal pay resources (in general)

- [Earnings and earnings ratio by sex, race and occupation group](#) (Department of Labor — Women's Bureau)
- [2017 and 2018 pay data collection](#) (EEOC, March 2024)
- [Black and Hispanic women lose billions due to job segregation](#) (Department of Labor, March 2024)
- [White House proposes two rules targeting pay equity and transparency](#) (Kilpatrick, April 3, 2024)
- [Female attorney pay remains skewed, and law firms must step up](#) (Bloomberg Tax, March 28, 2024)
- [EEOC confirms labor disparities with pay data, and monitors gap](#) (Bloomberg Law, March 15, 2024)
- [A proclamation on National Equal Pay Day, 2024](#) (The White House, March 11, 2024)
- [Fact sheet: On Equal Pay Day, the Biden-Harris administration announces actions to continue advancing pay equity and women's economic security](#) (The White House, March 12, 2024)
- [EEOC releases data dashboard for 2017 & 2018 pay data collection](#) (EEOC, March 12, 2024)
- [EEOC's short-lived pay survey reveals persistent gender gap](#) (Bloomberg Law, March 12, 2024)
- [It's equal pay day. Women earn 84 cents for every dollar men make — or even less](#) (NPR, March 12, 2024)
- [Proposed regs would ban federal contractors from requesting salary information, require job postings to include comp information for contract jobs](#) (Constangy Brooks, Smith & Prophete, Feb. 28, 2024)
- [Reminder for employers to be aware of state and local pay equity laws](#) (Frantz Ward, Feb. 12, 2024)
- [Déjà vu for federal contractors with salary history ban?](#) (Bradley, Feb. 9, 2024)
- [Proposed rule on pay equity and transparency may significantly impact government contractors and federal supply chain supply companies](#) (Thompson Hine, Feb. 5, 2024)
- [FAR council proposes significant pay disclosure obligations, salary history ban](#) (Morgan Lewis, Feb. 5, 2024)

- [New FAR pay equity rule puts contractors between a rock and a hard place](#) (Venable, Feb. 1, 2024)
- [Pay transparency laws by state: Here's your definitive guide](#) (HR Morning, Jan. 30, 2024)
- [Biden is marking the 15<sup>th</sup> anniversary of landmark pay equity law with steps to help federal workers](#) (US News, Jan. 29, 2024)
- [Biden administration announces actions aimed at advancing pay equity for the federal workforce and federal contractor employees](#) (Seyfarth, Jan. 29, 2024)
- [Gender pay gap persists: How to close it 15 years after Lilly Ledbetter Fair Pay Act](#) (NPR, Jan. 29, 2024)
- [Is pay transparency working?](#) (subscription required) (SHRM, Jan. 27, 2024)
- [The year ahead 2024: pay equity](#) (Jackson Lewis, Jan. 23, 2024)
- [What is the US gender pay gap](#) (Syndio, Jan. 23, 2024)
- [Gender pay gap shrinks to smallest ever in US](#) (subscription required) (SHRM, Jan. 22, 2024)
- [Resetting the pay transparency landscape for 2024](#) (WorldatWork, Jan. 11, 2024)
- [Pay transparency laws are changing quickly — here's a state by state guide](#) (Handbooks, Jan. 3, 2024)
- [3 pay transparency laws you must know for 2024](#) (UKG, Dec. 18, 2023)
- [Salary history and pay transparency laws by state and locality](#) (Xpert HR, Sept. 5, 2023)
- [Essential tips for pay equity communications planning](#) (Forbes, Sept. 1, 2023)
- [Pay equity claims are on the rise: How can employers navigate complex legislation?](#) (Trusaic, July 13, 2023)
- [In the know: Employer's new pay transparency obligations](#) (video) (Loeb & Loeb, June 2023)
- [Equal pay for equal work — Everything you need to know about pay equity in your workplace](#) (Spring Law, June 15, 2023)
- [Pay equity claims are on the rise — How are courts interpreting the differences in state and federal laws](#) (Hunton Andrews Kurth, June 8, 2023)
- [The state of pay transparency laws: What you need to know for 2023](#) (LinkedIn, June 7, 2023)
- [Wage transparency, what it means for gender equality, and how legal teams can influence the corporate approach](#) (Deloitte, June 2, 2023)
- [Pay equity risks and best practices](#) (Paul Weiss, May 19, 2023)
- [Pay equity in the energy industry](#) (podcast) (Mercer, March 2023)
- [50 state equal pay reference guide](#) (Seyfarth, March 2023)

- [Equal pay day: Addressing potential gender-based pay disparities in the workplace](#) (Ogletree Deakins, March 14, 2023)
- [Pay transparency wage range disclosure compendium](#) (Seyfarth, March 6, 2023)
- [The enduring grip of the gender pay gap](#) (Pew Research Center, March 1, 2023)
- [What is pay equity? Defining the problem before it can be addressed](#) (Business Management Daily, Feb. 21, 2023)
- [Why pay equity needs to be addressed now](#) (Forbes, Feb. 8, 2023)
- [Minding the pay gap: What employers need to know as pay equity protections widen](#) (Littler, Sept. 2, 2022)
- [New wage gap calculator aims to help close earnings gap](#) (Phys.Org, April 19, 2022)
- [Equal pay day 2022: Key trends in pay equity](#) (Seyfarth, March 17, 2022)
- [Equal pay day: March 15, 2022](#) (United States Census Bureau, March 15, 2022)
- [The gender pay gap](#) (National Conference of State Legislatures, Feb. 12, 2021)
- [The state of pay equity laws in the US — 2021](#) (Fair Pay Workplace)
- [Pay equity and state-by-state laws](#) (Paycor, Dec. 4, 2020)
- [Progress in the states for equal pay](#) (National Women's Law Center, November 2020)
- [The persisting gender pay gap: Recent developments in the law that address gender pay disparities](#) (American Bar Association, May 16, 2019)

## Section 3

# Salary history bans

Many states have enacted laws that prohibit employers from asking job applicants about salary history.

### Multistate resources

- [Salary history bans by state](#) (AccuSource)
- [State by state: Salary history bans and pay transparency laws](#) (subscription required) (SHRM)
- [Definitive guide to pay transparency](#) (SHRM, Feb. 14, 2024)
- [Salary history bans: A running list of states and localities that have outlawed pay history questions](#) (HR Dive, updated Aug. 2, 2023)
- [Equal pay in the United States: Salary history bans](#) (Department of Labor, March 2023)
- [Ban on salary history inquiries to expand to federal contractors](#) (Polsinelli, March 17, 2022)
- [Salary history ban: Everything employers need to know](#) (Fit small business, July 20, 2021)
- [Why salary history bans matter to securing equal pay](#) (Center for American Progress, March 24, 2021)
- [Salary history bans — Know the limitations](#) (Small Business Association of Michigan, March 6, 2021)

### Individual state resources

#### Alabama

- [Act 2019-519](#), the Clark-Figures Equal Pay Act of 2019 (Legislature, June 11, 2019)
- [Alabama's new pay equity law takes effect Sept. 1, 2019](#) (Ogletree Deakins, Aug. 30, 2019)
- [New Alabama law addresses equal pay, salary history bans](#) (HR Daily Advisor, Aug. 16, 2019)
- [Alabama becomes latest state to restrict salary history inquiries](#) (Franczek, June 12, 2019)

#### California

- [2018 Ch. 127](#), Salary history information (Legislature, July 18, 2018)
- [2017 Ch. 588](#), Employers: Salary information (Legislature, Oct. 12, 2017)



- [What every employer should know about California's new salary disclosure law](#) (Transition Staffing Group, Jan. 2, 2019)
- [California provides guidance regarding its salary history ban](#) (Littler, Aug. 7, 2018)
- [California clarifies its law banning inquiries into applicant's salary history](#) (Hunton Andrews Kurth, July 26, 2018)
- [California attempts to clarify salary history ban legislation](#) (Seyfarth, July 19, 2018)
- [California bans the box, outlaws salary history questions](#) (HR Dive, Oct. 16, 2017)

## Colorado

- [SB 23-105](#) (Legislature, June 5, 2023)
- [2019 Ch. 247, Equal Pay for Equal Work Act of 2019](#) (Legislature, May 22, 2019)
- [Colorado amends equal pay transparency posting requirements, extends statute of limitations for wage discrimination claims to six years](#) (Littler, June 7, 2023)
- [Colorado enacts laws regarding pay equity, salary history and criminal background inquiries](#) (Proskauer, July 8, 2019)
- [Inside the Colorado salary history ban](#) (Workest, Jan. 28, 2019)
- [Colorado salary history question ban in effect](#) (Data Facts, Jan. 22, 2021)

## Connecticut

- [Public Act 18-8, an act concerning pay equity](#) (Legislature, May 22, 2018)
- [Connecticut proposes legislation to increase salary transparency in job postings](#) (Ogletree Deakins, Jan. 19, 2023)
- [Connecticut bans salary history inquiries as federal legislation stalls](#) (HR Policy Association, June 11, 2021)
- [Connecticut ban on asking for salary history begins](#) (HR Daily Advisor, Jan. 3, 2019)
- [Connecticut's new pay equity bill prohibits questions regarding prospective employees' wage and salary history](#) (Littler, May 23, 2018)

## Delaware

- [2017 Ch. 41, an act to amend the Delaware Code on unlawful employment practices](#) (Legislature, June 14, 2017)
- [Delaware bans salary history inquiries](#) (Gordan Feinblatt, Nov. 9, 2017)
- [Delaware bans salary history inquiries](#) (Conduent, June 21, 2017)
- [Delaware enacts pay history ban](#) (Duane Morris, June 19, 2017)

## Hawaii

- [SB 1057 \(Legislature\)](#)
- [Hawaii amended equal pay act: Ensuring fair compensation](#) (Trusaic, Aug. 10, 2023)
- [Hawaii to require pay disclosure in job listings, expands equal pay law](#) (Mercer, July 17, 2023)
- [Hawaii enacts pay transparency and expands equal pay legislation](#) (Proskauer, July 14, 2023)
- [Hawaii legislature passes pay transparency bill](#) (SHRM, June 2, 2023)
- [2018 Act 108](#), relating to equal pay (Legislature, July 6, 2018)
- [Hawaii catches the wave, bans salary history inquiries](#) (Ogletree Deakins, July 24, 2018)
- [Hawaii joins salary history ban trend](#) (Littler, July 6, 2018)

## Illinois

- [HB 3129 \(Legislature\)](#)
- [2021 Public Act 102-0036](#), an act concerning human rights (Legislature, June 25, 2021)
- [Employer equal pay act salary history ban FAQ](#) (Department of Labor)
- [Illinois to require employer pay transparency in job postings and promotion opportunities](#) (Ogletree Deakins, June 7, 2023)
- [Illinois set to join the pay transparency club](#) (Foley & Lardner, June 6, 2023)
- [Illinois poised to become latest state to mandate pay transparency](#) (Barnes & Thornburg, June 1, 2023)
- [An overview of the Illinois salary history ban for employers](#) (Thompson Coburn, Oct. 1, 2019)
- [Illinois enacts equal pay, workplace diversity disclosure laws](#) (Mercer, Aug. 12, 2019)

## Maine

- [2019 Ch. 35](#), an act regarding pay equality (Legislature, April 12, 2019)
- [Maine salary history ban](#) (Sterling, May 7, 2019)
- [In step with national trend, Maine passes salary history ban](#) (Littler, April 22, 2019)
- [Maine enacts pay equality law banning salary history inquiries](#) (Ogletree Deakins, April 16, 2019)

## Maryland

- [2020 Ch. 67](#), an act concerning wage history and wage range (Legislature, May 8, 2020)

- [Maryland enacts ban on salary history inquiries and closes loophole](#) (Gordon Feinblatt, June 16, 2020)
- [Maryland approves salary history ban](#) (Workest, Sept. 10, 2020)
- [Salary history ban Maryland](#) (Shawe Rosenthal, Sept. 5, 2020)

## Massachusetts

- [2016 Ch. 177](#), an act to establish pay equity (Legislature, Aug. 1, 2016)
- [Massachusetts pay equity law bans salary history inquiry, and so much more](#) (Burns Levinson, April 19, 2018)

## Minnesota

- [Section 363A.08](#) (Human rights code) Chapter 52 — S 2909 (Legislature)
- [Close the gender and racial pay gap](#) (Department of Human Rights)
- [Minnesota law prohibits employers from inquiring into applicants' pay history](#) (Vorys, Feb. 9, 2024)
- [Minnesota law prohibits inquiries into applicants' pay history starting in 2024](#) (EY, Oct. 25, 2023)
- [Minnesota's new pay history ban: What hiring managers need to know](#) (Dahl, Sept. 22, 2023)
- [Pay history ban webpage launches before law goes into effect](#) (Department of Human Rights, July 20, 2023)
- [Minnesota bans compensation history inquiries](#) (Minnesota Wage & Hour, July 18, 2023)

## Nevada

- [2021 Ch. 293](#), an act relating to wage or salary history (Legislature, June 2, 2021)
- [And the beat goes on — Nevada now among states requiring employers to disclose wage ranges & banning salary history inquiries](#) (Seyfarth, June 30, 2021)
- [Nevada enacts tough salary history ban to promote pay equity](#) (XpertHR, June 7, 2021)
- [Nevada enacts salary history ban](#) (HRWorks, July 6, 2021)

## New Jersey

- [2019 Ch. 199](#), an act concerning employer inquiries regarding salary history (Legislature, July 25, 2019)
- [New in 2020: New Jersey enacts salary history ban](#) (Workest, Jan. 8, 2020)
- [New Jersey joins the salary history 'ban' wagon](#) (Duane Morris, Aug. 8, 2019)

- [New Jersey joins jurisdictions banning salary history inquiries](#) (Ford Harrison, July 30, 2019)

## New York

- [2019 Ch. 94](#), an act to amend the labor law to prohibit wage or salary history inquiries (Legislature, July 10, 2019)
- [Salary history ban: What you need to know](#) (Government)
- [New York releases FAQs on statewide salary history ban](#) (Littler, Jan. 27, 2020)
- [New York state releases guidance on salary history ban](#) (Epstein Becker Green, Jan. 6, 2020)

## Ohio (Cincinnati, Columbus, Toledo)

- [Ordinance 0709-2023](#) (City of Columbus)
- [Ordinance 0-173-19](#) (City of Toledo, June 26, 2019)
- [Ordinance No. 83](#) (City of Cincinnati, March 19, 2019)
- [Columbus, Ohio salary history ban takes effect March 1, 2024](#) (Vorys, Feb. 20, 2024)
- [Columbus, Ohio bans salary history inquiries](#) (Forbes, May 5, 2023)
- [Columbus, Ohio, will hop on the salary history ban-wagon in March 2024](#) (Epstein Becker Green, April 27, 2023)
- [Columbus, Ohio, bans inquiries into applicant's salary history](#) (Jackson Lewis, April 18, 2023)
- [Cincinnati salary history ban takes effect](#) (KMK Law, March 12, 2020)
- [Toledo, Ohio passes ban on salary history inquiries](#) (Proskauer, July 16, 2019)
- [Toledo becomes second Ohio city to pass salary history ban](#) (Littler, June 25, 2020)
- [Salary history bans hit the Midwest: Cincinnati passes salary history ban and requires disclosure of a pay scale](#) (Seyfarth, March 19, 2019)

## Oregon

- [2017 Ch. 197](#), relating to pay equity (Legislature, June 1, 2017)
- [Oregon joins growing list of states banning salary history questions](#) (Compensation.blr, June 12, 2017)
- [Oregon restricts salary history questions with broad equal pay law](#) (XpertHR, June 9, 2017)
- [Oregon enacts new equal pay law that includes salary history inquiries](#) (Littler, June 1, 2017)

## Puerto Rico

- [Law 16-2017 \(Spanish\) \(Government, March 8, 2017\)](#)
- [Puerto Rico: Key takeaways about proposed amendments to Salary Equality Act of 2017 \(DLA Piper, Jan. 12, 2023\)](#)
- [Puerto Rico enacts equal pay law, prohibits employers from inquiring about past salary history \(Jackson Lewis, March 13, 2017\)](#)
- [Puerto Rico Equal Pay Act 16-2017 \(R.A. Fleming, March 14, 2017\)](#)
- [Puerto Rico Equal Pay Act signed into law \(McConnell Valdes, March 13, 2017\)](#)

## Rhode Island

- [2021 Ch. 168, an act relating to fair employment practices \(Legislature, July 6, 2021\)](#)
- [Rhode Island amends pay equity law, bans salary history inquiries and requires pay scale disclosures \(Ogletree Deakins, July 30, 2021\)](#)
- [Rhode Island enacts new protections against pay discrimination \(Jackson Lewis, July 15, 2021\)](#)

## Vermont

- [2018 Act 126, an act relating to inquiries about an applicant's salary history \(Legislature, May 11, 2018\)](#)
- [Vermont salary history ban \(Sterling, June 7, 2018\)](#)
- [Vermont enacts salary history inquiry law \(Littler, May 15, 2018\)](#)
- [Vermont bans inquiries into job applicants' salary and benefit history \(Jackson Lewis, May 15, 2018\)](#)

## Washington

- [2019 Ch. 345, relating to wage and salary information \(Legislature, May 9, 2019\)](#)
- [Washington's salary history ban and new wage disclosure requirements take effect July 28 \(Perkins Coie, July 23, 2019\)](#)
- [Washington state enacts salary history ban \(Duane Morris, June 5, 2019\)](#)
- [Washington state signs a salary history ban, with a twist \(Seyfarth, May 10, 2019\)](#)

## Section 4

# Salary range transparency/ disclosures

On March 15, 2022, the Biden administration also announced commitments to advance pay equity and in January 2024, issued proposed equal pay measures that will apply to federal contractors and the federal workforce. The comment period on the proposed rule will end on April 1, 2024.

Several states require or are considering requiring employers to disclose information about salary ranges for open positions or promotions — either voluntarily or upon request. A couple of states are also requiring employers to file pay equity reports.

## Multistate

- [Navigating new pay transparency policies: A look across the US](#) (Compliance HR, April 3, 2024)
- [Demystifying pay transparency in 2024](#) (Salary.com, March 28, 2024)
- [Adapting to new pay transparency legislation effective in 2024](#) (Outsolve, March 20, 2024)
- [14% of companies say workers have quit after seeing jobs with higher pay following transparency laws](#) (CNBC, March 20, 2024)
- [The momentum and future of pay transparency in the US](#) (WTW, Feb. 27, 2024)
- [New and updated pay transparency laws for 2024](#) (DCI Consulting, Jan. 8, 2024)
- [Unlocking the black box: Is pay transparency working?](#) (SHRM, Jan. 5, 2024)
- [Pay transparency laws by state — what you need to know \[updated for 2024\]](#) (Handbooks, Jan. 3, 2024)
- [3 Pay transparency laws you must know for 2024](#) (UKG, Dec. 18, 2023)
- [Here's how pay transparency is going in 2024](#) (Factorial, Nov. 28, 2023)
- [Pay transparency laws expand to two more jurisdictions](#) (Buchanan, Sept. 6, 2023)
- [U.S. pay scale transparency legislation cheat sheet](#) (Syndio, Aug. 25, 2023)
- [Understanding and implementing salary transparency and pay equity](#) (Forbes, Aug. 8, 2023)
- [State pay transparency laws: 5 questions employers must ask before starting a PERM recruitment campaign](#) (Dickinson Wright, March 28, 2023)

- [US transparency laws trigger disputes over pay disparities](#) (subscription required) (Financial Times, March 26, 2023)
- [Pay transparency is spreading. Here's what you need to know](#) (US News, March 20, 2023)
- [M&A diligence considerations related to wage transparency laws and equal pay act](#) (LP, March 15, 2023)
- [Pay transparency and equity issues](#) (BCLP, March 9, 2023)
- [Quick facts about state salary range transparency laws](#) (American Progress, March 9, 2023)
- [3 keys to implementing pay transparency in job postings](#) (Human Resource Executive, March 6, 2023)
- [Research: The complicated effects of pay transparency](#) (Harvard Business Review, Feb. 8, 2023)
- [How to introduce pay transparency to help close the gender pay gap](#) (Forbes, Feb. 2, 2023)
- [Current employees may have pay transparency rights too](#) (Foley & Lardner, Jan. 23, 2023)
- [Pay transparency challenges...and opportunities](#) (Mintz, Jan. 13, 2023)
- [Pay transparency continues to expand in the workplace](#) (McLane Middleton, Jan. 12, 2023)
- [Pay transparency: One size does not fit all](#) (Alvarez and Marsal, Dec. 15, 2022)
- [How new wage transparency laws affect job ads under PERM process](#) (Morgan Lewis, Dec. 15, 2022)
- [Salary and pay range disclosures in job postings: A quick guide to what US employers need to know right now](#) (Baker McKenzie, Nov. 28, 2022)
- [Pay transparency laws are here. What's with the broad salary ranges?](#) (HR Executive, Nov. 14, 2022)
- [PERM recruitment impacted by 'pay transparency' laws](#) (Mintz, Nov. 9, 2022)
- [A running list of companies posting salaries with all new US jobs](#) (Bloomberg, Nov. 4, 2022)
- [Pay transparency laws could affect PERM recruitment, unless preempted by federal law or exempted](#) (Constangy, Brooks, Smith & Prophete, Nov. 1, 2022)
- [Help wanted: What employers need to know about pay transparency requirements in job postings](#) (K&L Gates, Oct. 31, 2022)

- [After game-changing NYC law on salary transparency, American Express will post salary ranges for job listings across the U.S.](#) (Fortune, Oct. 31, 2022)

## California

- [SB No. 497](#) (Legislature)
- [2022 SB 1162](#), Employment: Salaries and wages (Legislature, Sept. 1, 2022)
- [California pay data reporting](#) (Fair Employment and Housing)
- [California Equal Pay Act: Frequently asked questions](#) (California Department of Industrial Relations)
- [Updated California pay data reporting guidance increases focus on remote employee reporting](#) (Ogletree Deakins, Feb. 9, 2024)
- [Pay equity update — California pay data reporting and pay transparency for federal contractors](#) (Ford Harrison, Feb. 6, 2024)
- [California updates pay data reporting requirements for 2024](#) (Jackson Lewis, Jan. 29, 2024)
- [What you need to know about CA's SB 487: Equal pay and anti-retaliation protection act](#) (Levin & Nalbandyan, Oct. 30, 2023)
- [New California law makes it easier for employees to establish retaliation claims](#) (Ogletree Deakins, Oct. 10, 2023)
- [California pay transparency act: Considerations for employers](#) (K&L Gates, March 28, 2023)
- [New and expanded pay data reporting obligations for employers with employees in California](#) (BCLP, March 20, 2023)
- [California Civil Rights Division releases updated guidance for 2022 pay data reporting](#) (Ogletree Deakins, Jan. 27, 2023)
- [New guidance on California's pay transparency law](#) (Morrison Foerster, Jan. 17, 2023)
- [California Labor Agency posts FAQs relating to new pay scale posting requirements](#) (Ogletree Deakins, Jan. 12, 2023)
- [California Labor Commissioner provides clarification on new pay transparency law](#) (Davis Wright Tremaine, Jan. 12, 2023)
- [Update to California's new pay disclosure requirements](#) (Cozen O'Connor, Jan. 6, 2023)
- [Challenges and opportunities in California's new pay transparency rules](#) (Duane Morris, Jan. 3, 2023)
- [California releases guidance on pay scale disclosures](#) (Seyfarth, Dec. 27, 2023)



- [New pay transparency and disclosure requirements effective Jan. 1, 2023, in California](#) (Barnes & Thornburg, Dec. 21, 2022)
- [Ready, set, go — pay data reporting and pay transparency effective in California on January 1, 2023](#) (Gordon & Rees, November 2022)
- [California employers: Considerations for California's expanded pay data reporting requirements](#) (Baker Hostetler, Nov. 23, 2022)
- [New pay transparency and reporting requirements for California employers](#) (Greenspoon Marder, Oct. 12, 2022)
- [New California pay transparency requirements](#) (Benesch, Oct. 11, 2022)
- [Employer alert: California adopts new pay transparency](#) (JMBM, Oct. 10, 2022)
- [California's new pay transparency law — effective January 1, 2023](#) (Michael Best, Oct. 5, 2022)
- [California to impose more salary disclosure, pay data reporting](#) (Mercer, Oct. 3, 2022)
- [California toughens up on pay transparency with new law](#) (Human Resources Director, Sept. 29, 2022)
- [California law requires pay range disclosures on job postings and mandates pay data reporting](#) (Morgan Lewis, Sept. 28, 2022)
- [New pay transparency law requires private and public employers to include a pay scale in job postings and increased pay data reporting](#) (Meyers Nave, Sept. 29, 2022)
- [Salary and pay range disclosures: California calls 'next'](#) (Baker McKenzie, Sept. 27, 2022)
- [California advances commitment to pay equity and supporting women](#) (Office of Governor, Sept. 27, 2022)
- [SB 1162 approved: Prepare for greater pay transparency requirements](#) (Seyfarth, Sept. 27, 2022)
- [Gov. Newsom signs SB 1162 — pay data reporting and salary range postings](#) (California Globe, Sept. 27, 2022)
- [California's pay transparency act \(SB 1162\) — Are you prepared?](#) (Farella Braun + Martel, Sept. 2, 2022)
- [California legislature votes to dramatically expand pay transparency and reporting requirements](#) (Paul Hastings, Sept. 1, 2022)
- [SB 1162 deep in the gridiron with reporting pay data](#) (Seyfarth, Aug. 30 2022)
- [California requires employers to file equal pay reports](#) (Mercer, Oct. 7, 2020)

## Colorado

- [SB 23-105: Ensure Equal Pay for Equal Work](#) (Legislature)
- [Adopted Equal Pay Transparency Rules 7 CCR 1103-13](#) (Department of Labor and Employment, Nov. 9, 2023)
- [Proposed equal pay transparency rules](#) (Department of Labor and Employment, Sept. 29, 2023)
- [2019 Ch. 247](#), concerning creation of the Equal Pay for Equal Work Act (Legislature, May 22, 2019)
- [Colorado adopts equal pay transparency rules to clarify recent amendments to state's equal pay law](#) (Seyfarth Shaw, Dec. 8, 2023)
- [Colorado amends equal pay disclosure requirements](#) (Mercer, July 12, 2023)
- [Companies want remote workers in all states but one](#) (The Atlantic, July 28, 2021)
- [Colorado's confusing pay disclosure law is leaving remote workers out of a job](#) (Denverite, July 23, 2021)
- [Here's why Colorado residents may struggle to find work](#) (The Ascent, July 11, 2021)
- [Colorado issues pay equity rules to implement law in 2021](#) (Mercer, Nov. 17, 2020)

## Connecticut

- [Proposed HB No. 5243: An Act concerning the disclosure of salary ranges in job postings](#) (Legislature)
- [Public Act 2021-30](#), concerning the disclosure of salary range for a vacant position (Legislature, June 7, 2021)
- [Connecticut proposes legislation to increase salary transparency in job postings](#) (Ogletree Deakins, Jan. 19, 2023)
- [New salary range disclosure law may create headaches for Connecticut employers](#) (Carlton Fields, June 21, 2021)
- [Connecticut passes law requiring disclosure of wage ranges](#) (Litter, June 14, 2021)
- [Ask and you shall receive — Connecticut requires employers to disclose wage ranges and expands pay equity law](#) (Seyfarth, June 14, 2021)

## Illinois

- [Public Act 101-0656](#) (Legislature)
- [Equal pay registration certificate](#) (Illinois Department of Labor)
- [Equal Pay Act FAQ](#) (Illinois Department of Labor)
- [HB 3129](#) (Legislature)

- [Illinois to require pay scale and benefits disclosure in job postings](#) (Mercer, Aug. 28, 2023)
- [Illinois pay transparency requirements take effect January 1, 2025](#) (Cooley, Aug. 28, 2023)
- [Illinois pay transparency law mandates pay scale, benefits in job postings](#) (HR Dive, Aug. 15, 2023)
- [Illinois enacts new job posting transparency law](#) (Morgan Lewis, Aug. 15, 2023)
- [Equal pay in employment rules](#) (Illinois Register, Jan. 6, 2023)
- [Illinois Department of Labor adopts final Equal Pay Act certification regulations](#) (Morgan Lewis, Jan. 20, 2023)
- [Final regulations governing Illinois Equal Pay Act's certification requirements are published](#) (National Law Review, Jan. 17, 2023)
- [Illinois publishes administrative rules regarding equal pay registration certificate](#) (DCI Consulting, Jan. 10, 2023)
- [Now is the time for employer to report pay equity data to the Illinois labor department](#) (Sheppard Mullin, June 10, 2022)
- [Equal pay registration certificate proposed regulations have arrived — just days before first applications are due for some Illinois employers](#) (Seyfarth, May 20, 2022)
- [Illinois Equal Pay Act's certification requirement extended to more employers](#) (Jackson Lewis, May 18, 2022)
- [Illinois equal pay reporting obligations are here for many employers](#) (Seyfarth, Jan. 26, 2022)
- [Illinois enacts equal pay, workplace diversity disclosure laws](#) (Mercer, Aug. 12, 2021)
- [Illinois will require EEO-1 transparency and equal pay data](#) (Littler, March 29, 2021)

## Maryland

- [2020 Ch. 67](#), requiring an employer, on request, to provide a position's wage range to an applicant (Legislature, May 8, 2020)
- [SB 525](#) (Legislature)
- [Maryland slated to strengthen pay transparency law](#) (Xpert HR, April 1, 2024)
- [Maryland job ad transparency bill heads to governor's desk](#) (subscription required) (Bloomberg Law, March 29, 2024)
- [Women earn less than men throughout MD; lawmakers say wage transparency may help](#) (Maryland Matters, March 13, 2024)
- [Pay equity — Looking ahead to 2021](#) (Seyfarth, Dec. 22, 2020)

- [Maryland salary history ban and wage range notice requirement to take effect October 1, 2021](#) (Hogan Lovells, Aug. 20, 2020)

## Massachusetts (proposal)

- [SB 2468](#) (Legislature)
- [HB 1849](#) (Legislature)
- [New pay transparency law on tap for Massachusetts employers](#) (Buck, Feb. 13, 2024)
- [Massachusetts poised to enact pay transparency law](#) (Schwartz Hannum PC, Jan. 18, 2024)
- [Pay transparency law on the horizon for Massachusetts employers](#) (Mintz, Oct. 30, 2023)
- [The pay state: Massachusetts set to join Hawaii, Illinois in adopting pay transparency requirements this year](#) (Barnes & Thornburg, Oct. 27, 2023)
- [Massachusetts poised to be next state to require pay transparency and pay data reporting](#) (Fisher Phillips, Oct. 25, 2023)
- [Massachusetts may be next in line to enact pay transparency laws](#) (Nelson Mullins, Feb. 21, 2023)
- [Mass. employers to disclose salary ranges if pay range transparency bill approved](#) (Mass Live, Jan. 24, 2023)

## Nevada

- [2021 Ch. 293](#), an act prohibiting an employer or employment agency from seeking or relying on the wage or salary history of an applicant (Legislature, June 2, 2021)
- [And the beat goes on — Nevada now among states requiring employers to disclose wage ranges & banning salary history inquiries](#) (Seyfarth, June 30, 2021)
- [Nevada enacts tough salary history ban to promote pay equity](#) (XpertHR, June 7, 2021)
- [Nevada enacts salary history ban](#) (HRWorks, July 6, 2021)

## New Jersey (proposal)

- [Bill S3663](#) (Legislature)
- [Wait for what? New Jersey needs pay transparency now](#) (Insider NJ, April 12, 2023)
- [Lawmakers want to require salary information in job postings](#) (New Jersey Monitor, March 23, 2023)

## New York

- [Pay transparency](#) (New York Department of Labor)
- [Proposed regulations](#) (New York State Register, Sept. 13, 2023)
- [2023 Ch. 93 \(S1326\)](#) (Legislature, March 3, 2023)

- [2022 Ch. 723 \(S9427A\) \(Legislature, Dec. 21, 2022\)](#)
- [New York state promulgates regulations for its new pay range disclosure law](#) (Epstein Becker Green, Sept. 20, 2023)
- [New York state proposes regulations for pay transparency in job advertisements](#) (Littler, Sept. 19, 2023)
- [Ten things to know about New York's proposed regulations on pay transparency in job advertisements](#) (HR Works, Sept. 18, 2023)
- [New York's pay transparency law now in full effect](#) (Baker McKenzie, Sept. 18, 2023)
- [A reminder for employers: N.Y. state's pay transparency law takes effect Sept. 17, 2023](#) (Rochester Business Journal, Sept. 14, 2023)
- [New York state's salary transparency law takes effect Sept. 17, 2023](#) (Epstein Becker Green, Sept. 8, 2023)
- [New York state amends pay transparency law](#) (Crowell, March 23, 2023)
- [New York state amends pay transparency law](#) (Jackson Lewis, March 20, 2023)
- [New York to require salary ranges in job postings](#) (Mercer, March 9, 2023)
- [Update: NY governor approves pay transparency law amendments](#) (JD Supra, March 7, 2023)
- [New York state expands — and contracts — pay transparency law to address remote work questions](#) (Fisher Phillips, March 6, 2023)
- [Proposed amendments clarify reach of upcoming New York state pay transparency law to remote workers](#) (The National Law Review, Feb. 22, 2023)
- [Governor Hochul signs legislation establishing statewide pay transparency law](#) (Gov. Kathy Hochul, Dec. 21, 2022)
- [New York enacts statewide pay transparency law](#) (Crowell, Jan. 26, 2023)
- [Albany County, New York's new law requiring disclosure of pay ranges in job postings](#) (Ogletree Deakins, Jan. 23, 2023)
- [Governor signs New York state pay disclosure law](#) (Paul Hastings, Dec. 22, 2022)
- [New York establishes statewide pay transparency law](#) (Benesch, Dec. 22, 2022)
- [New York governor signs statewide salary disclosure bill into law](#) (Ogletree Deakins, Dec. 21, 2022)
- [Beyond job postings, New York state pay transparency laws would create a foundation for massive employee pay data and pay history collection](#) (Levy Employment Law, June 16, 2022)

## New York — New York City

- [Proposal: Information required in job listings](#) (New York City Council, Feb. 3, 2023)
- [Proposed expansion of NYC's pay transparency law includes bonuses, equity awards and other 'non-wage compensation'](#) (Baker McKenzie, March 23, 2023)
- [New York City Council proposes amendments to pay transparency law](#) (Vensure HR, Feb. 21, 2023)
- [NYC Council to consider expanding the city's pay transparency law to mandate disclosures regarding bonuses, equity and other 'non-wage' compensation](#) (Proskauer, Feb. 3, 2023)
- [Int. No. 0134-2022, Employers required to post minimum and maximum salary information](#) (New York City Council, April 28, 2022)
- [Law 2022/032, Prohibiting employers from posting job listings without minimum and maximum salary information](#) (New York City Council, Jan. 15, 2022)
- [This job pays \\$60,000 — or maybe \\$150,000: Companies skirt New York salary law](#) (The Guardian, Nov. 7, 2022)
- [NYC employers skirting the game-changing pay transparency law by listing \\$100,000-plus salary ranges for jobs](#) (Fortune, Nov. 4, 2022)
- [NYC's new salary transparency law is off to a rocky start](#) (CNBC, Nov. 3, 2022)
- [When it's okay to be transparent at work: New York's new salary disclosure law](#) (Gordan & Rees, October 2022)
- [New York City salary transparency law takes effect on November 1, 2022](#) (Phillips Lytle, October 2022)
- [4 million NYC workers will now see how much jobs pay before they apply — here's what to know](#) (CNBC, Oct. 31, 2022)
- [What's the salary? NYC job seekers can no longer be kept in the dark](#) (subscription required) (The New York Times, Oct. 28, 2022)
- [New York City's pay transparency law takes effect November 1](#) (Kilpatrick Townsend, Oct. 27, 2022)
- [New York City pay transparency: What employers need to know](#) (Gibbons, Oct. 26, 2022)
- [New York City's pay transparency law takes effect in one month — are you ready?](#) (Proskauer, Sept. 27, 2022)
- [New York City amends and delays salary range transparency act](#) (Duane Morris, June 15, 2022)
- [Salary information will be required in New York City job postings](#) (Mercer, May 4, 2022)

- [NYC passes amendment to pay transparency law; effective date pushed to Nov. 1, 2022](#) (Hogan Lovells, May 1, 2022)
- [Salary transparency in job advertisements](#) (NYC Commission on Human Rights, March 22, 2022)
- [Pay equity update: New York City's new salary range disclosure law](#) (Faegre Drinker, Jan. 18, 2022)

## New York — Ithaca and Westchester County

- [Thinking Clearly: Ithaca and Westchester County require pay transparency in job advertisements](#) (Seyfarth, June 21, 2022)

## Puerto Rico (proposal)

- [Key takeaways about proposed amendments to Salary Equality Act of 2017](#) (DLA Piper, Jan. 12, 2023)

## Rhode Island

- [2021 Ch. 168](#), relating to fair employment practices (Legislature, July 6, 2021)
- [Rhode Island amends pay equity law, bans salary history inquiries, and requires pay scale disclosures](#) (Ogletree Deakins, July 30, 2021)
- [Rhode Island enacts new protections against pay discrimination](#) (Jackson Lewis, July 15, 2021)

## Washington

- [2022 Ch. 242](#), wage and salary information — applicants for employment (Legislature, March 30, 2022)
- [2019 Ch. 345](#), concerning wage and salary information (Legislature, May 9, 2019)
- [Washington state's new pay transparency law](#) (Outside GC, March 14, 2023)
- [Washington State issues new guidance on pay transparency requirements for job postings](#) (L&L Gates, Jan. 6, 2023)
- [Washington's pay transparency law — What employers need to know](#) (webinar) (Davis Wright Tremaine, Dec. 21, 2022)
- [Washington regulator clarifies new pay disclosure requirements](#) (Mercer, Dec. 19, 2022)
- [Washington state issues final policy on pay transparency in job postings, setting most stringent requirements in the country](#) (Littler, Dec. 16, 2022)
- [Washington state's pay transparency law takes effect January 1, 2023](#) (McDermott Will & Emery, 6 December 2022)
- [Washington state to require employers to disclose salary and benefits information on job postings](#) (Jackson Lewis, April 12, 2022)

- [The value of pay ranges in job postings](#) (SeattleMet, April 11, 2022)
- [Washington employers required to disclose salary range and wage scale in job postings beginning January 1, 2023](#) (Ogletree Deakins, April 1, 2022)
- [Washington state to join the growing list of states with expanding pay disclosure requirements](#) (Jackson Lewis, March 23, 2022)
- [Washington state signs a salary history ban, with a twist](#) (Seyfarth Shaw, May 10, 2019)

## Washington, DC

- [DC Act 25-367](#) (Council of the District of Columbia)
- [New Washington, DC pay transparency law scheduled to go into effect on June 30, 2024](#) (Jackson Lewis, Feb. 27, 2024)
- [Washington, DC joins a growing number of jurisdictions with pay transparency requirements and wage history inquiry restrictions](#) (Mintz, Feb. 27, 2024)
- [Pay transparency arrives at the nation's capital](#) (Littler, Jan. 16, 2024)
- [DC employers need to prepare for more than humidity this summer: New wage transparency law effective in June](#) (Squire Patton Boggs, Feb. 5, 2024)
- [Washington DC is set to join the trend toward requiring pay transparency](#) (Seyfarth Shaw, Jan. 12, 2024)
- [District of Columbia enacts new pay transparency law](#) (McGuire Woods, Jan. 12, 2024)



## Section 5

# Temporary worker protections

In 2023, Illinois and New Jersey enacted laws that provide equal pay protections to temporary workers.

## Illinois

- [Public Act 103-0437 \(Legislature\)](#)
- [Preliminary injunction against Illinois equivalent benefits law for temporary workers \(Littler, March 15, 2024\)](#)
- [Illinois Day and Temporary Labor Services Act equivalent-benefits provision enjoined \(Jackson Lewis, March 15, 2024\)](#)
- [Illinois federal court enjoins 'equivalent benefit' provision of Day and Temporary Labor Services Act in significant win for staffing agencies and their company clients \(Duane Morrison, March 14, 2024\)](#)
- [Decision \(USDC, Northern District of Illinois, March 11, 2024\)](#)
- [Illinois enacts law requiring 'equal pay' for temporary workers \(Proskauer, Aug. 25, 2023\)](#)
- [Illinois expands rights and remedies for temporary workers \(Perkins Coie, Aug. 14, 2023\)](#)
- [Illinois equal pay law for temporary workers: What Illinois businesses need to know \(Barnes & Thornburg, Aug. 11, 2023\)](#)
- [Illinois law will require new disclosures when using temporary labor \(Baker Hostetler, Aug. 10, 2023\)](#)
- [Illinois governor signs temp worker equal pay bill into law \(Staffing Industry Analysts, Aug. 7, 2023\)](#)
- [Gov. J.B. Pritzker signs law to strengthen protections for temporary workers \(subscription required\) \(Chicago Tribune, Aug. 4, 2023\)](#)
- [Illinois requires equal pay for temp workers, joining New Jersey \(subscription required\) \(Bloomberg Law, Aug. 4, 2023\)](#)
- [Illinois to mandate equal pay and benefits, new notice and safety requirements for many temporary workers \(Franczek, July 11, 2023\)](#)
- [Illinois bill mandating temp workers receive 'equal pay' compared to direct hires sent to governor \(Jackson Lewis, June 30, 2023\)](#)

## New Jersey

- [Bill A1474 \(Legislature\)](#)
- [Temporary workers in NJ: Rights and protections \(Department of Labor & Workforce Development\)](#)

- [Governor Murphy signs 'Temporary Workers' Bill of Rights' into law](#) (Governor's office, Feb. 6, 2023)
- [New protections for New Jersey's temporary workers go into effect](#) (New Jersey Monitor, Aug. 4, 2023)
- [New Jersey enacts first-of-its-kind temporary workers' bill of rights](#) (Morgan Lewis, Feb. 24, 2023)
- [Gov. Phil Murphy signs the New Jersey Temporary Workers' Bill of Rights](#) (Faegre Drinker, Feb. 9, 2023)
- [We the temp workers: New Jersey enacts 'Temporary Workers Bill of Rights'](#) (Littler, Feb. 9, 2023)
- [New Jersey enacts temporary workers' bill of rights](#) (SHRM, Feb. 8, 2023)
- [Governor Murphy signs 'Temporary Workers' Bill of Rights' into law](#) (Governor's office, Feb. 6, 2023)



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