



Law & Policy Group

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

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The federal [Equal Pay Act of 1963](#) requires that men and women in the same workplace receive equal pay for equal work. Since then, every state (except for Mississippi) has enacted its own Equal Pay Act. 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. 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.

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.

Multi-state equal pay resources (in general)

- [50 state pay equity desktop reference](#) (Seyfarth, March 2021)
- [The gender pay gap](#) (National Conference of State Legislatures, Feb. 12, 2021)
- [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)

Salary history bans

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

Multi-state resources

- [Salary history bans by state](#) (AccuSource)
- [Does your state prohibit asking salary history?](#) (JD Supra, Sept. 9, 2021)
- [Salary history bans: A running list of states and localities that have outlawed pay history questions](#) (HR Dive, July 30, 2021)
- [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)
- [What states and cities have salary history bans?](#) (Smith Hanley, March 4, 2021)

Individual state resources

Alabama

- [HB 225, Clark-Figures Equal Pay Act of 2019](#) (Legislature)
- [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

- [AB 2282 Salary history information](#) (Legislature)
- [AB-168 Employers: Salary information](#) (Legislature)
- [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 bans the box, outlaws salary history questions](#) (HR Dive, Oct. 16, 2017)

Colorado

- [SB 19-085, Equal pay for equal work act of 2019](#) (Legislature)
- [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 No. 18-8](#) (Legislature)
- [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

- [HB 1](#) (Legislature)
- [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 2351](#) (Legislature)
- [Hawaii catches the wave, bans salary history inquiries](#) (Ogletree Deakins, July 24, 2018)
- [Hawaii joins salary history ban trend](#) (Littler, July 6, 2018)

Illinois

- [SB 1847](#) (Legislature)
- [Employer equal pay act salary history ban FAQ](#) (Department of Labor)
- [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

- [SP 90 — LD 278: An act regarding pay equality](#) (Legislature)
- [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

- [HB 123](#) (Legislature)
- [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

- [Chapter 177: An act to establish pay equity](#) (Legislature)
- [Massachusetts pay equity law bans salary history inquiry, and so much more](#) (Burns Levinson, April 19, 2018)

Nevada

- [SB 293](#) (Legislature)
- [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, AB 1094](#) (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

- [SB 6549](#) (Legislature)
- [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)

Oregon

- [HB 2005](#) (Legislature)
- [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)
- [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

- [SB 0270](#) (Legislature)
- [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, 2017)

Vermont

- [HB 294](#) (Legislature)
- [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

- [HB 1696](#) (Legislature)
- [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)

Salary range transparency

Several states require employers to disclose information about salary ranges for open positions or promotions — either voluntarily or upon request.

Multi-state

- [Growing number of states implementing new wage range disclosure](#) (Brody and Associates, Aug. 20, 2021)
- [New wage range disclosure requirements in multiple states](#) (The National Law Review, July 1, 2021)

California

- [AB 2282 Salary history information](#) (Legislature)
- [California Equal Pay Act: Frequently Asked Questions](#) (California Department of Industrial Relations)
- [What every employer should know about California's new salary disclosure law](#) (Transition Staffing Group, Jan. 2, 2019)
- [California attempts to clarify salary history ban legislation](#) (Seyfarth, July 19, 2018)

Colorado

- [SB 19-085](#) (Legislature)
- [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

- [HB 6380](#) (Legislature)
- [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)

Maryland

- [HB 123](#) (Legislature)
- [Pay equity — Looking ahead to 2021](#) (Seyfarth, Dec. 22, 2020)
- [Maryland salary history ban and wage range notice requirement to take effect 1 Oct 2021](#) (Hogan Lovells, Aug. 20, 2020)

Massachusetts

- [SB 1208: An act relative to wage transparency](#) (Legislature)
- [Massachusetts proposed pay scale legislation](#) (JD Supra, July 9, 2021)
- [Mass bill mandates pay scale disclosure if applicants ask](#) (WBUR, June 22, 2021)

Washington

- [HB 1696](#) (Legislature)
- [Washington state signs a salary history ban, with a twist](#) (Seyfarth Shaw, May 10, 2019)

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