

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 April 2022, [Mississippi](#) became the last state to enact 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. On March 15, 2022, the Biden administration also [announced](#) commitments to advance pay equity.

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)

- [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)
- [50 state pay equity desktop reference](#) (Seyfarth, March 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)
- [Ban on salary history inquiries to expand to federal contractors](#) (Polsinelli, March 17, 2022)
- [Salary history bans: A running list of states and localities that have outlawed pay history questions](#) (HR Dive, updated Feb. 3, 2022)
- [Pay transparency, pay equity, salary history — What’s new for 2022?](#) (Bloomberg, Jan. 24, 2022)
- [Does your state prohibit asking salary history?](#) (JD Supra, Sept. 9, 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

- [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

- [2019 Ch. 247, Equal Pay for Equal Work Act of 2019](#) (Legislature, May 22, 2019)
- [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

- [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

- [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)
- [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)

## 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)

## 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

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

- [3 keys to implementing pay transparency in job postings](#) (Human Resource Executive, March 6, 2023)
- [What you need to know about pay transparency laws in 2023](#) (Smart HR, March 2, 2023)
- [Pay transparency law updates: Hiring in 2023](#) (Akerman, Feb. 23, 2023)
- [New pay transparency laws impact multistate employers nationwide](#) (Hogan Lovells, Feb. 20, 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)
- [Four predictions for pay transparency laws in 2023](#) (Forbes, Feb. 1, 2023)
- [U.S. pay scale transparency legislation cheat sheet](#) (Syndio, Jan. 26, 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)
- [How to navigate new state pay transparency laws in 2023](#) (Foley & Lardner, Jan. 9, 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)
- [Round up of employer pay disclosure & reporting requirements in 2023](#) (Emerald Law, Dec. 9, 2023)

- [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)
- [More pay reporting and disclosure obligations on the horizon for employers](#) (Jones Day, November 2022)
- [The big reveal: New laws require companies to disclose pay ranges on job postings](#) (NPR, Nov. 5, 2022)
- [New pay transparency laws taking effect](#) (Covington, Nov. 4, 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)
- [2022 pay equity trends and strategies for complying with pay range disclosure requirements in New York City and California](#) (Epstein Becker Green, Oct. 5, 2022)
- [Video: Pay range disclosure laws spread across New York and New Jersey](#) (Epstein Becker Green, Sept. 28, 2022)
- [Pay disclosure requirements multiplying throughout New York and New Jersey](#) (Epstein Becker Green, July 14, 2022)
- [Employers need to look out for local laws on salary transparency, in addition to PERM regulations](#) (Jackson Lewis, June 22, 2022)
- [Pay transparency, pay equity, salary history — What's new for 2022?](#) (Bloomberg, Jan. 24, 2022)
- [Pay transparency requirements on the rise](#) (HR Defense, Dec. 20, 2021)
- ['Moment of reckoning:' New laws are forcing employers to share salary details with applicants](#) (Money, Nov. 18, 2021)
- [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

- [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 \(California Department of Industrial Relations\)](#)
- [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

- [2019 Ch. 247](#), concerning creation of the Equal Pay for Equal Work Act (Legislature, May 22, 2019)
- [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)
- [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)
- [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 1208](#), an act relative to wage transparency (Legislature, March 3, 2022)

- [Massachusetts proposed pay scale legislation](#) (JD Supra, July 9, 2021)
- [Mass bill mandates pay scale disclosure if applicants ask](#) (WBUR, June 22, 2021)

## 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 York

- [S1326](#) (Legislature)
- [S9427A](#) (Legislature, Dec. 21, 2022)
- [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](#) (New York State, 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 could require salary ranges in job postings](#) (Mercer, June 9, 2022)
- [Pay transparency laws proliferate in New York](#) (Littler, June 9, 2022)



- [New York state legislature passes bill requiring wage ranges in job postings](#) (Proskauer, June 6, 2022)
- [New York \(not just NYC\) employers: Statewide wage transparency law may be coming your way](#) (Baker McKenzie, June 6, 2022)

## New York — New York City

- Proposal: [Information required in job listings](#) (New York City Council, Feb. 3, 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? N.Y.C. 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 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)



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