



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. 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.

Multistate equal pay resources (in general)

- [The state of pay equity laws in the US — 2021](#) (Fair Pay Workplace)
- [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)
- [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.

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 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 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 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)

Salary range transparency

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

Multistate

- [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, Feb. 17, 2022)
- [2018 Ch. 127](#), Salary history information (Legislature, July 18, 2018)
- [California Equal Pay Act: Frequently asked questions](#) (California Department of Industrial Relations)

- [California draft bill doubles down on pay transparency](#) (Jackson Lewis, March 1, 2022)
- [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

- [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

- [Public Act 2021-30](#), concerning the disclosure of salary range for a vacant position (Legislature, June 7, 2021)
- [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

- [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 (proposal)

- [S5598B](#) (Legislature, Jan. 5, 2022)

New York City

- [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)
- [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)

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 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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