

Alaska House of Representatives
Representative Liz Snyder

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Baxter | Cheney Lake | Chugach Foothills | Muldoon | Scenic Park | Stuckagain Heights

State	State Population ¹	Policy Description	Fiscal Impact
California²	39,000,000	Prevents employers from asking applicants for their salary history; requires employers to provide a wage range upon request; considers a violation to be a misdemeanor	"Negligible state costs"
Colorado³	5,759,000	Prevents employers from asking applicants' for their salary history; requires employers to include a salary or salary range in job posting; allows employees to disclose wage information; prevents an employer from retaliating against applicants who did not provide their salary range or employees who disclosed wage information; includes a fine of \$500-\$10,000 for violations	FY 2021- \$114,447 FOR 1.5 Full Time Positions to respond to complaints and conduct investigations
Delaware⁴	973,764	Prevents employers from asking applicants for their salary history; includes a fine for \$1,000 to \$5,000 for the first violation and \$5,000 to \$10,000 for each subsequent violation	No fiscal impact
Maryland⁵	6,000,000	Prevents employers from asking applicants for their salary history; requires employers to provide a wage range upon request; prevents an employer from retaliating against applicants who did not provide their salary range	FY 2021- \$220,300 for 1 Full Time Wage Investigator and 1.5 Contractual Positions. Estimated 300 complaints in first year. Expenditures are expected to decrease in future fiscal years to \$108,300.
Minnesota⁶	5,640,000	Women's Economic Security Act had several provisions including preventing employers from requiring nondisclosure of a person's wages as a condition of employment	\$100,000 for enforcement of all provisions in the relevant section
Nebraska⁷	1,934,000	Prevents employers from asking applicants for their salary history; prevents an employer from retaliating against applicants who did not provide their salary range	No fiscal impact
Washington⁸	7,615,000	Prevents employers from asking applicants' for their salary history; requires employers to provide a wage range upon request; considers a violation to be a misdemeanor; only applies to employers with 15 or more employees	FY 20- \$406,000 for 3.2 positions for policy creation and claim investigations, FY 21- \$241,000 for 2.1 positions for investigations

¹ (US Census Bureau)

² https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB168

³ https://leg.colorado.gov/sites/default/files/documents/2019A/bills/fn/2019a_sb085_f1.pdf

⁴ <https://legis.delaware.gov/BillDetail/25664>

⁵ https://mgaleg.maryland.gov/2020RS/fnotes/bil_0003/hb0123.pdf

⁶ <https://www.house.leg.state.mn.us/hrd/bs/88/hf2536.pdf>

⁷ https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=43679

⁸ <https://fnspublic.ofm.wa.gov/FNSPublicSearch/GetPDF?packageID=58084>