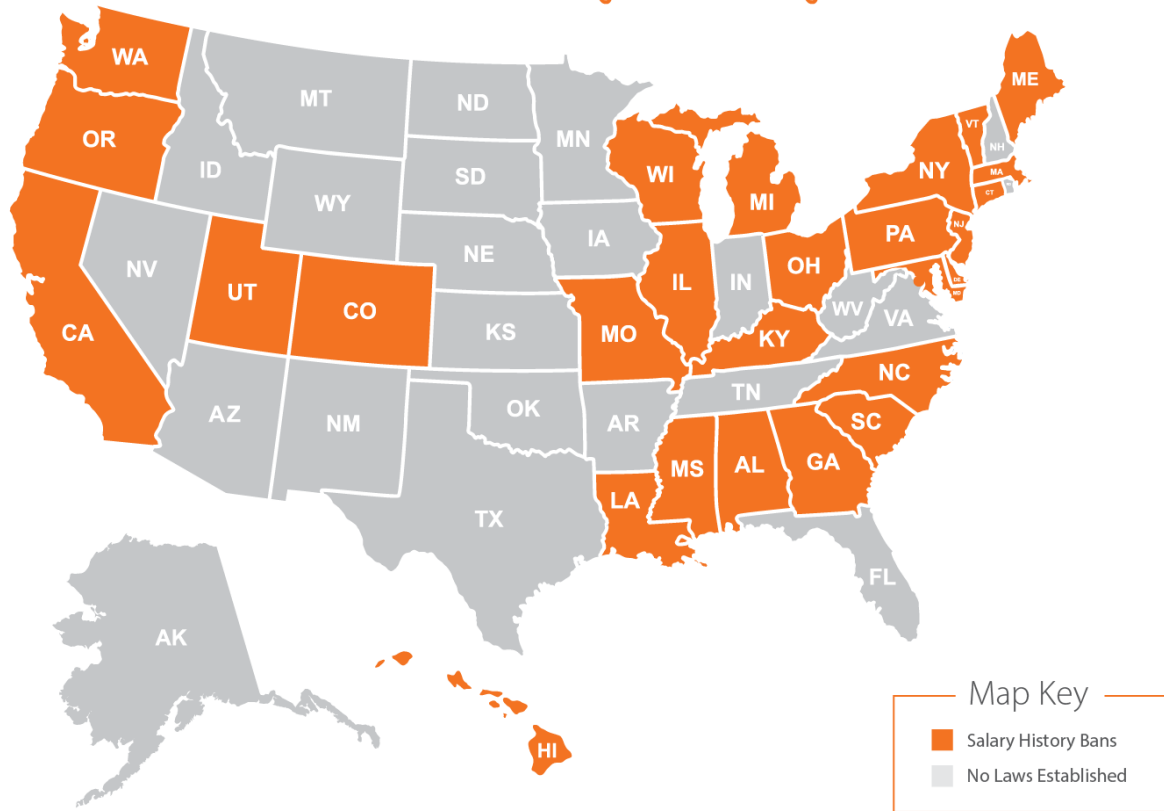


States with Salary History Bans

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States with *Salary History Bans*



State	Municipality	Employers Affected	Law
Alabama		All	Employers can't decline hiring, interviewing, promoting or employing an applicant if they refuse to provide their pay history.
California		All	Employers can't ask for an applicant's pay history. If they already have the information or the applicant volunteers it, that information can't be used to determine pay. Employers are also required to provide pay scale information if an applicant asks.

California	San Francisco	All (incl. contractors and subcontractors)	Employers can't ask for or use an applicant's compensation when setting pay. Employers also can't disclose a current or former employee's salary without their consent.
Colorado		All	Employers can't ask for an applicant's pay history. They also can't use pay history to set salaries. They can't discriminate or retaliate against a candidate who doesn't disclose their pay history.
Connecticut		All	Employers can't ask for an applicant's pay history, unless the applicant voluntarily disclosed the information.
Delaware		All	Employers can't screen applicants based on past salary and they can't ask about salary history. They can verify salary after extending an offer.
District of Columbia		Government agencies	Government agencies can't ask applicants for their salary history unless it's brought up by the candidate after an employment offer is extended.
Georgia	Atlanta	City agencies	The city can no longer ask for pay history on its applications, in interviews or employment screenings.
Hawaii		All (incl. employment agencies)	Employers can't ask about salary history. They also can't use that information unless the applicant volunteers it. The law doesn't apply to internal applicants.
Illinois		State agencies	The state can't ask applicants about salary history.
Illinois		All	Employers can't ask about salary history including benefits or other compensation but they can discuss the applicant's pay expectations.

Illinois	Chicago	City departments	City departments can't ask for salary history.
Kentucky	Louisville	Louisville/Jefferson County Metro Government offices and agencies	City offices can't ask for an applicant's salary history.
Louisiana	New Orleans	City departments	City offices can't ask for an applicant's salary history. Applicants can provide pay history to negotiate a higher salary after an offer is made.
Maine		All	Employers can't ask for an applicant's pay history until a job has been offered.
Maryland		All	Employers can provide an applicant with a wage range for the position and can confirm voluntarily provided salary history once an offer of employment is made. Employers cannot retaliate against an applicant that does not voluntarily provide salary history.
Maryland	Montgomery County		The county can't use salary history to decide whether to hire an applicant. They also can't retaliate against or decline to hire a person who refuses to share their salary history. The county can use salary history to offer a higher salary than initially offered as long as this doesn't result in unequal pay for equal work and the information was voluntarily disclosed.
Massachusetts		All	Employers can't ask for salary history. They can confirm history if the applicant volunteers or if they've extended an offer.
Michigan		Private employers	Michigan has banned salary history bans.

Michigan		State departments	State offices can't ask an applicant about their salary history until a conditional employment offer is made. They also can't ask current or prior employers or search public records to get that information. If salary is already known, it can't be used to make a hiring decision..
Mississippi	Jackson	City offices	City offices can't ask for salary history.
Missouri		All	Employers can't ask for or use salary history when offering employment or determining salary, benefits or other compensation. They can discuss the applicant's pay expectations. Prohibitions don't apply to information disclosed by the applicant.
Missouri	Kansas City	City offices	City offices can't ask for pay history until the person has been hired.
New Jersey		All	Employers may not screen applicants based on salary history nor require specific salary history to satisfy a minimum or maximum criteria. Employers may confirm pay history after an offer of employment.
New York		All state agencies and departments (except Port Authority)	State offices can't request salary history until after an employment offer is made. If previous compensation is already known, it can't be used to determine an applicant's salary.
New York		Private employers	Employers can't ask for salary history. An employer can confirm salary if the applicant gives a pay history to support a higher salary when a job is offered.
New York	New York City	All	Employers can't ask about previous pay or benefits. If they already have that information, they're can't use it to set pay.

New York	Albany County	All	Employers can't request past compensation information until after a job offer is made.
New York	Suffolk County	All	Employers can't request past compensation information. They can't search public records or use known salary information to set pay.
New York	Westchester County	All	Employers can't request past compensation information. They can confirm past pay and use that information in setting pay in certain circumstances.
North Carolina		State agencies	State agencies can't request salary history and can't use previously obtained salary information to set pay.
Ohio	Cincinnati	State and local governments are excluded, with the exception of Cincinnati	Employers can't ask for salary history or use known salaries. They're also required to provide a pay scale for a position if the applicant has received an employment offer.
Ohio	Toledo	Employers with 15 or more employees located in the city	Employers can't ask for pay history. They also can't require an applicant's compensation to satisfy minimum or maximum criteria. They can discuss an applicants' pay expectations.
Oregon		All	Employers can't ask about pay history until an employment offer has been made. They're also prohibited from using previous salary information to set pay, except for existing employees moving to a new role.
Pennsylvania		State agencies	State agencies can't ask about current compensation or compensation history. Additionally all job postings have to clearly disclose a position's pay scale and range.

Pennsylvania	Pittsburgh	City offices and agencies	City employers can't ask about prior pay. If they discover the information, they're prohibited from using it unless the applicant has volunteered it.
Pennsylvania	Philadelphia	City offices and agencies	City employers cannot inquire about an applicant's wage history or retaliate against an applicant for failing to provide wage history. City employers also cannot rely on wage history in determining wages for an employee unless applicant willingly disclosed wage history.
Puerto Rico		All	Employers can't request pay histories, but voluntary salary disclosures made after a job offer has been extended are allowed.
South Carolina	Columbia	City agencies	The city can't use pay history unless the applicant voluntarily provides the information.
South Carolina	Richland County	County offices	Richland County has deleted the salary history question from its applications, interviews and employment screenings.
Utah	Salt Lake City	City offices	City offices can't ask an applicant about their salary history. If the applicant voluntarily provides the information, it can't be used to determine current salary.
Vermont		All	Employers can't request pay histories. If the information is volunteered, they can only confirm after making a job offer.
Virginia		All	Salary history has been removed from state applications.

Washington	State agencies	Employers can't ask for pay history. They can confirm voluntarily disclosed information before or after an offer has been extended. Businesses with 15 or more employees must provide the minimum salary for the position upon applicant request and after an offer has been extended.
Wisconsin	All	Wisconsin has banned salary history bans.