

# A Guide to Salary History Laws at State and City Levels

Legislation that may impact private or government employers



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States with Salary History Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
Alabama	<a href="#">HB225</a>	N/A	9/1/2019	All Employers
California	<a href="#">CA AB 168</a>	Section 432.3 to the California Labor Code	10/12/2017	All Employers
Colorado	<a href="#">Senate Bill 19-085</a>	N/A	1/1/2021	All Employers
Connecticut	<a href="#">CT 18-8</a>	Section 31-40z	5/22/2018	All Employers
Delaware	<a href="#">DEHB 1</a>	19 Del. C. § 709B	6/14/2017	Does not specify
Hawaii	<a href="#">S.B. NO. 2351</a>	Section 378-2.3, Hawaii Revised Statutes	7/5/2018	All Employers
Illinois	<a href="#">Illinois H.B. 834</a>	The Equal Pay Act of 2003	7/31/19	All Employers
Massachusetts	<a href="#">MASB 2119, Massachusetts Equal Pay Act</a>	Mass. General Laws c. 149 section 105A	8/1/2016	All Employers
Michigan	<a href="#">Executive Directive No. 2019-10</a>	N/A	1/8/2019	Government Employers

## Salary History Bans by State



States with Salary History Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
New Jersey	<a href="#">Assembly No. 1094</a>	Amending New Jersey Statutes Title 10. Civil Rights	7/25/2019	All Employers
New York	<a href="#">Executive Order No. 161</a>	N/A	1/9/2017	Government Employers
North Carolina	<a href="#">Executive Order No. 93</a>	N/A	4/2/2019	Government Employers
Oregon	<a href="#">OR HB 2005, Oregon Equal Pay Act of 2017</a>	ORS 652.210	6/1/2017	All Employers
Pennsylvania	<a href="#">Executive Order 2018-18-03</a>	N/A	9/6/18	Government Employers
Puerto Rico	<a href="#">Act 16 Puerto Rico Equal Pay Act</a>	—	3/8/2017	Does Not Specify
Vermont	<a href="#">VT HB 294</a>	21 V.S.A. § 495m	5/11/2018	Does Not Specify
Washington	<a href="#">House Bill 1696</a>	RCW 49.58	Expanded Law Effective 7/28/2019	All Employers

Cities with Salary Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
Atlanta, GA	<a href="#">Mayor's Office Communications</a>	N/A	2/18/19	Government Employers
Chicago, IL	<a href="#">Executive Order 2018-1</a>	N/A	4/10/2018	Government Employers
Cincinnati, OH	<a href="#">Ordinance No. 83</a>	N/A	3/12/19	Private Employers & City of Cincinnati
Columbia, SC	<a href="#">Ordinance No: 2019-022</a>	Amends 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2 Administration	8/6/19	Government Employers
Jackson, MS	Equal Pay Ordinance	N/A	6/13/2019	Government Employers
Kansas City, MO	<a href="#">Resolution No. 180519</a>	N/A	7/26/18	Government Employers
	<a href="#">Ordinance No. 190380</a>	Amending Chapter 38, Human Relations, Sections 38-1, 38-101 and creating Section 38-102	Enacted 5/23; Effective 10/31/2019	Private Employers
Louisville, KY	<a href="#">Ordinance No. 066</a>	N/A	5/17/18	Government Employers
New Orleans, LA	<a href="#">Executive Order</a>	N/A	1/25/2017	Government Employers
New York City, NY	<a href="#">NYC 1253-A</a>	Human Rights Law, Title 8 of the Administrative Code of the City of New York	4/5/2017	All Employers
Philadelphia, PA	<a href="#">Bill No. 160840</a>	Regulation of Businesses, Trades, and Professions Title 9 of The Philadelphia Code	1/23/2017 Note: Multiple lawsuits delaying effective date.	Private Employers

Cities with Salary Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
Pittsburgh, PA	<a href="#">Ordinance 2017-1121</a>	Article XI: Personnel, Chapter 181: General Provisions, by adding a new Section, "Section 181.13: Ensuring Wage Equity"	1/24/2017	Government Employers
Salt Lake City, UT	<a href="#">3.02.01 Compensation &amp; Pay Practices</a>	N/A	3/1/2018	Government Employers
San Francisco, CA	<a href="#">Ordinance 142-17</a>	Administrative Code, Article 33J - Employer Consideration of Applicant's Salary History Ban	7/11/2017	All Employers
Toledo, OH	<a href="#">Ordinance File #: O-173-19</a>	Toledo Municipal Code Chapter 768	Enacted June 26, 2019; Effective June 25, 2020	Private Employers and the City of Toledo

# Salary History Bans by County



Counties with Salary Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
Montgomery County, Maryland	<a href="#">Bill No. 4-19</a>	N/A	5/7/2019	Government employers.
Albany County, NY	<a href="#">20171030-PH-16-LL P</a>	Albany County Human Rights Law	11/6/2017	All employers and employment agencies with four or more employees.
Suffolk County, NY	<a href="#">Intro. Res. No. 1856-2018</a>	Suffolk County Human Rights Law	6/30/2019	Any employer, employment agency, employee or agent thereof.
Westchester County, NY	<a href="#">Resolution: RES-2018-28</a>	The Wage History Anti-Discrimination Law	4/9/2018	All employers.
Richland County, SC	<a href="#">City Council Request for Action</a>		5/23/2019	Government employers.