

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

Legislation that may impact private or government employers



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# Salary History Bans by State and City



States With Salary History Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
California	<a href="#">CA AB 168</a>	Section 432.3 to the California Labor Code	10/12/2017	All Employers
Connecticut	<a href="#">CT 18-8</a>	Section 31-40z	5/22/2018	All Employers
Delaware	<a href="#">DE HB 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="#">Executive Order Number 02-19</a>	N/A	1/15/19	Government Employers
Massachusetts	<a href="#">MA SB 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
New Jersey	<a href="#">Executive Order</a>	N/A	2/1/2018	Government Employers
New York	<a href="#">Executive Order No. 161</a>	N/A	1/9/17	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

# Salary History Bans by City



Cities with Salary Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
Atlanta	<a href="#">Mayor's Office Communications</a>	N/A	2/18/19	Government Employers
Chicago	<a href="#">Executive Order 2018-1</a>	N/A	4/10/2018	Government Employers
Cincinnati	<a href="#">Ordinance No. 83</a>	N/A	3/12/19	Private Employers & City of Cincinnati
Kansas City, MO	<a href="#">Resolution No. 180519</a>	N/A	7/26/18	Government Employers
Louisville, KY	<a href="#">Ordinance No. 066</a>	N/A	5/17/18	Government Employers
New Orleans	<a href="#">Executive Order</a>	N/A	1/25/2017	Government Employers
New York City	<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	<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 Employees
Pittsburgh	<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
San Francisco	<a href="#">Ordinance 142-17</a>	Administrative Code, Article 33J - Employer Consideration of Applicant's Salary History Ban	7/11/2017	All Employers

## Salary History Bans by County



Counties with Salary Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or 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.