

A Guide to Salary History Laws at State and City Levels

Legislation that may impact private or government employers



[Alabama](#)

[California](#)

- [San Francisco](#)

[Colorado](#)

[Connecticut](#)

[Delaware](#)

Georgia

- [Atlanta](#)

[Hawaii](#)

[Illinois](#)

- [Chicago](#)

Kentucky

- [Louisville, KY](#)

Louisiana

- [New Orleans](#)

[Maryland](#)

- [Montgomery County](#)

[Massachusetts](#)

[Michigan](#)

Mississippi

- [Jackson](#)

Missouri

- [Kansas City](#)

[New Jersey](#)

[New York](#)

- [Albany County](#)
- [New York City](#)
- [Suffolk County](#)
- [Westchester County](#)

[North Carolina](#)

Ohio

- [Cincinnati](#)
- [Toledo](#)

[Oregon](#)

[Pennsylvania](#)

- [Philadelphia](#)
- [Pittsburgh](#)

[Puerto Rico](#)

South Carolina

- [Columbia](#)
- [Richland County](#)

Utah

- [Salt Lake City](#)

[Vermont](#)

[Washington](#)

Salary History Bans by State

States with Salary History Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
Alabama	HB225	N/A	9/1/2019	All Employers
California	CA AB 168	Section 432.3 to the California Labor Code	10/12/2017	All Employers
Colorado	Senate Bill 19-085	N/A	1/1/2021	All Employers
Connecticut	CT 18-8	Section 31-40z	5/22/2018	All Employers
Delaware	DE HB 1	19 Del. C. § 709B	6/14/2017	Does not specify
Hawaii	S.B. NO. 2351	Section 378-2.3, Hawaii Revised Statutes	7/5/2018	All Employers
Illinois	Illinois H.B. 834	The Equal Pay Act of 2003	7/31/19	All Employers
Maryland	Equal Pay for Equal Work	Labor & Employment Title 3, Subtitle 3	October 1, 2016; Amendment effective October 1, 2020	All Employers
Massachusetts	MA SB 2119, Massachusetts Equal Pay Act	Mass. General Laws c. 149 section 105A	8/1/2016	All Employers
Michigan	Executive Directive No. 2019-10	N/A	1/8/2019	Government Employers

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

Salary History Bans by City

Cities with Salary Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
Atlanta, GA	Mayor's Office Communications	N/A	2/18/19	Government Employers
Chicago, IL	Executive Order 2018-1	N/A	4/10/2018	Government Employers
Cincinnati, OH	Ordinance No. 83	N/A	3/12/19	Private Employers & City of Cincinnati
Columbia, SC	Ordinance No: 2019-022	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	Resolution No. 180519	N/A	7/26/18	Government Employers
	Ordinance No. 190380	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	Ordinance No. 066	N/A	5/17/18	Government Employers
New Orleans, LA	Executive Order	N/A	1/25/2017	Government Employers
New York City, NY	NYC 1253-A	Human Rights Law, Title 8 of the Administrative Code of the City of New York	4/5/2017	All Employers
Philadelphia, PA	Bill No. 160840	Regulation of Businesses, Trades, and Professions Title 9 of The Philadelphia Code	1/23/2017 Note: Multiple lawsuits delaying effective date.	Private Employers

Salary History Bans by City

Cities with Salary Restrictions	Applicable Law or Executive Order	Code Section	Enactment Date	Public and/or Government Employers
Pittsburgh, PA	Ordinance 2017-1121	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	3.02.01 Compensation & Pay Practices	N/A	3/1/2018	Government Employers
San Francisco, CA	Ordinance 142-17	Administrative Code, Article 33J - Employer Consideration of Applicant's Salary History Ban	7/11/2017	All Employers
Toledo, OH	Ordinance File #: O-173-19	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	Bill No. 4-19	N/A	5/7/2019	Government employers.
Albany County, NY	20171030-PH-16-LL P	Albany County Human Rights Law	11/6/2017	All employers and employment agencies with four or more employees.
Suffolk County, NY	Intro. Res. No. 1856-2018	Suffolk County Human Rights Law	6/30/2019	Any employer, employment agency, employee or agent thereof.
Westchester County, NY	Resolution: RES-2018-28	The Wage History Anti-Discrimination Law	4/9/2018	All employers.
Richland County, SC	City Council Request for Action		5/23/2019	Government employers.