

Roundup: US employer resources on states' recent equal pay laws

Law & Policy Group
October 14, 2021; updated August 10, 2026

By Stephanie Rosseau and Fiona Webster



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Section 1

Introduction

The federal [Equal Pay Act of 1963](#) requires that men and women in the same workplace receive equal pay for equal work. In recent years, many states have taken further efforts to address equal pay, such as enacting laws that prohibit employers from asking job applicants about salary history, requiring disclosure of salary ranges and pay data, protecting employees who disclose their pay, expanding equal pay protections for characteristics other than sex, and broadening comparisons of work and pay. In 2023, New Jersey and Illinois expanded equal pay protections to temporary workers.

Stronger federal legislation — the [Paycheck Fairness Act](#) — was first introduced in 1997 but has failed to pass after numerous attempts — most recently in June 2021.

On March 15, 2022, the Biden administration also [announced](#) commitments to advance pay equity and in January 2024, it [issued](#) equal pay measures that will apply to federal contractors and the federal workforce. In January 2025, the Federal Acquisition Regulatory Council formally [withdrew](#) its proposed rule regarding pay equity and transparency for federal contractors.

This roundup primarily focuses on recent state legislative initiatives pertaining to salary history bans and salary range disclosure requirements that affect private sector employers, and provides links to state resources from organizations, government websites, third-party resources, and news articles. Certain cities have also taken action, but they are generally beyond the scope of this roundup. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive. It also does not necessarily reflect Mercer's or the authors' point of view on the subject.

Section 2

Multistate equal pay resources (in general)

- [Earnings and earnings ratio by sex, race and occupation group](#) (Department of Labor — Women's Bureau)
- [Midyear pay transparency update: Job postings lead employer responsibilities](#) (Jackson Lewis, July 15, 2026)
- [Show me the money \(or the wage range\): New state pay transparency laws](#) (Cooley, July 6, 2026)
- [The next legal trend in job posting requirements: Pay transparency makes way for hiring pay transparency](#) (Hunton, May 28, 2026)
- [An employer's guide to pay equity compliance as state rules evolve](#) (Fisher Phillips, April 28, 2026)
- [Pay equity and transparency trends in 2025: Top points for HR leaders](#) (DLA Piper, April 6, 2026)
- [Webinar recording: Managing equal pay in practice: Leveraging analytics to navigate US and global pay compliance](#) (Seyfarth, March 26, 2026)
- [Ad hoc LLC must face gender bias lawsuit's unequal pay claims](#) (subscription required) (Bloomberg Law, March 4, 2026)
- [EEOC says one better-paid man can prove Equal Pay Act violation](#) (subscription required) (Bloomberg Law, February 6, 2026)
- [Pay equity studies in focus: Navigating privilege and public disclosure risks](#) (Seyfarth, June 13, 2025)
- [Pay equity pitfalls: Varying standards for 'equal work' and valid comparators in pay equity legislation](#) (Venable, June 12, 2025)
- [The Supreme Court says employers can be liable for discriminating against majority groups](#) (Venable, June 11, 2025)
- [Company's pay equity study is not privileged, court rules](#) (Constangy, June 10, 2025)
- [The impact of age on the gender pay gap in the federal sector](#) (EEOC, January 2025)
- [How layoffs are affecting salary structures and pay transparency](#) (WorldatWork, May 1, 2025)

- [FAR Council withdraws proposed rule on pay equity and pay transparency](#) (Thompson Hine, January 17, 2025)
- [Gender pay gap in federal workforce for employees over 40](#) (subscription required) (Bloomberg Law, January 2, 2025)
- [EEOC wants to collect pay data again. It might have an easier path to do so.](#) (HR Dive, October 25, 2024)
- [50 state equal pay reference guide — 2024 Q4 edition](#) (Seyfarth, November 2024)
- [Key developments in equal pay litigation: Maintaining privilege over pay equity audits and investigations](#) (Seyfarth, July 11, 2024)
- [Employer pay data collection emerges in Biden rules plan](#) (subscription required) (Bloomberg Law, July 5, 2024)
- [Proposed federal contractor rule will impose pay equity and transparency](#) (MWE, May 17, 2024)
- [2017 and 2018 pay data collection](#) (EEOC, March 2024)
- [Black and Hispanic women lose billions due to job segregation](#) (Department of Labor, March 2024)
- [Is your company inadvertently violating other states' wage transparency laws?](#) (Worklaw Network, May 28, 2024)
- [Key developments in equal pay litigation: The Second Circuit finally sees some daylight between federal and state equal pay statutes](#) (Seyfarth, April 22, 2024)
- [White House proposes two rules targeting pay equity and transparency](#) (Kilpatrick, April 3, 2024)
- [Female attorney pay remains skewed, and law firms must step up](#) (Bloomberg Tax, March 28, 2024)
- [EEOC confirms labor disparities with pay data, and monitors gap](#) (Bloomberg Law, March 15, 2024)
- [A proclamation on National Equal Pay Day, 2024](#) (The White House, March 11, 2024)
- [Fact sheet: On Equal Pay Day, the Biden-Harris administration announces actions to continue advancing pay equity and women's economic security](#) (The White House, March 12, 2024)
- [EEOC releases data dashboard for 2017 & 2018 pay data collection](#) (EEOC, March 12, 2024)
- [EEOC's short-lived pay survey reveals persistent gender gap](#) (Bloomberg Law, March 12, 2024)

- [It's equal pay day. Women earn 84 cents for every dollar men make — or even less](#) (NPR, March 12, 2024)
- [Proposed regs would ban federal contractors from requesting salary information, require job postings to include comp information for contract jobs](#) (Constangy Brooks, Smith & Prophete LLP, February 28, 2024)
- [Reminder for employers to be aware of state and local pay equity laws](#) (Frantz Ward, February 12, 2024)
- [Déjà vu for federal contractors with salary history ban?](#) (Bradley, February 9, 2024)
- [Proposed rule on pay equity and transparency may significantly impact government contractors and federal supply chain supply companies](#) (Thompson Hine, February 5, 2024)
- [FAR council proposes significant pay disclosure obligations, salary history ban](#) (Morgan Lewis, February 5, 2024)
- [New FAR pay equity rule puts contractors between a rock and a hard place](#) (Venable, February 1, 2024)
- [Pay transparency laws by state: Here's your definitive guide](#) (HR Morning, January 30, 2024)
- [Biden is marking the 15th anniversary of landmark pay equity law with steps to help federal workers](#) (US News, January 29, 2024)
- [Biden administration announces actions aimed at advancing pay equity for the federal workforce and federal contractor employees](#) (Seyfarth, January 29, 2024)
- [Gender pay gap persists: How to close it 15 years after Lilly Ledbetter Fair Pay Act](#) (NPR, January 29, 2024)
- [Is pay transparency working?](#) (subscription required) (SHRM, January 27, 2024)
- [The year ahead 2024: pay equity](#) (Jackson Lewis, January 23, 2024)
- [What is the US gender pay gap](#) (Syndio, January 23, 2024)
- [Gender pay gap shrinks to smallest ever in US](#) (subscription required) (SHRM, January 22, 2024)
- [Resetting the pay transparency landscape for 2024](#) (WorldatWork, January 11, 2024)
- [Pay transparency laws are changing quickly — here's a state by state guide](#) (Handbooks, January 3, 2024)
- [3 pay transparency laws you must know for 2024](#) (UKG, December 18, 2023)
- [Salary history and pay transparency laws by state and locality](#) (Xpert HR, September 5, 2023)

- [Essential tips for pay equity communications planning](#) (Forbes, September 1, 2023)
- [Pay equity claims are on the rise: How can employers navigate complex legislation?](#) (Trusaic, July 13, 2023)
- [In the know: Employer's new pay transparency obligations](#) (video) (Loeb & Loeb, June 2023)
- [Equal pay for equal work — Everything you need to know about pay equity in your workplace](#) (Spring Law, June 15, 2023)
- [Pay equity claims are on the rise — How are courts interpreting the differences in state and federal laws](#) (Hunton Andrews Kurth, June 8, 2023)
- [The state of pay transparency laws: What you need to know for 2023](#) (LinkedIn, June 7, 2023)
- [Wage transparency, what it means for gender equality, and how legal teams can influence the corporate approach](#) (Deloitte, June 2, 2023)
- [Pay equity risks and best practices](#) (Paul Weiss, May 19, 2023)
- [Pay equity in the energy industry](#) (podcast) (Mercer, March 2023)
- [Equal pay day: Addressing potential gender-based pay disparities in the workplace](#) (Ogletree Deakins, March 14, 2023)
- [Pay transparency wage range disclosure compendium](#) (Seyfarth, March 6, 2023)
- [The enduring grip of the gender pay gap](#) (Pew Research Center, March 1, 2023)
- [What is pay equity? Defining the problem before it can be addressed](#) (Business Management Daily, February 21, 2023)
- [Why pay equity needs to be addressed now](#) (Forbes, February 8, 2023)
- [Minding the pay gap: What employers need to know as pay equity protections widen](#) (Littler, September 2, 2022)
- [New wage gap calculator aims to help close earnings gap](#) (Phys.Org, April 19, 2022)
- [Equal pay day 2022: Key trends in pay equity](#) (Seyfarth, March 17, 2022)
- [Equal pay day: March 15, 2022](#) (United States Census Bureau, March 15, 2022)
- [The gender pay gap](#) (National Conference of State Legislatures, February 12, 2021)
- [The state of pay equity laws in the US — 2021](#) (Fair Pay Workplace)
- [Pay equity and state-by-state laws](#) (Paycor, December 4, 2020)
- [Progress in the states for equal pay](#) (National Women's Law Center, November 2020)

- [The persisting gender pay gap: Recent developments in the law that address gender pay disparities](#) (American Bar Association, May 16, 2019)

Section 3

Salary history bans

Many states have enacted laws that prohibit employers from asking job applicants about salary history.

Multistate resources

- [Salary history bans by state](#) (AccuSource)
- [State by state: Salary history bans and pay transparency laws](#) (subscription required) (SHRM)
- [The rise of pay transparency: Bridging wage gaps and shaping the future workplace](#) (On the Spot News, August 6, 2024)
- [Definitive guide to pay transparency](#) (SHRM, February 14, 2024)
- [Salary history bans: A running list of states and localities that have outlawed pay history questions](#) (HR Dive, updated August 2, 2023)
- [Equal pay in the United States: Salary history bans](#) (Department of Labor, March 2023)
- [Ban on salary history inquiries to expand to federal contractors](#) (Polsinelli, March 17, 2022)
- [Salary history ban: Everything employers need to know](#) (Fit small business, July 20, 2021)
- [Why salary history bans matter to securing equal pay](#) (Center for American Progress, March 24, 2021)
- [Salary history bans — Know the limitations](#) (Small Business Association of Michigan, March 6, 2021)

Individual state resources

Alabama

- [Act 2019-519](#), the Clark-Figures Equal Pay Act of 2019 (Legislature, June 11, 2019)
- [Alabama's new pay equity law takes effect September 1, 2019](#) (Ogletree Deakins, August 30, 2019)
- [New Alabama law addresses equal pay, salary history bans](#) (HR Daily Advisor, August 16, 2019)
- [Alabama becomes latest state to restrict salary history inquiries](#) (Franczek, June 12, 2019)

California

- [2018 Ch. 127](#), Salary history information (Legislature, July 18, 2018)
- [2017 Ch. 588](#), Employers: Salary information (Legislature, October 12, 2017)
- [What every employer should know about California's new salary disclosure law](#) (Transition Staffing Group, January 2, 2019)
- [California provides guidance regarding its salary history ban](#) (Littler, August 7, 2018)
- [California clarifies its law banning inquiries into applicant's salary history](#) (Hunton Andrews Kurth, July 26, 2018)
- [California attempts to clarify salary history ban legislation](#) (Seyfarth, July 19, 2018)
- [California bans the box, outlaws salary history questions](#) (HR Dive, October 16, 2017)

Colorado

- [SB 23-105](#) (Legislature, June 5, 2023)
- [2019 Ch. 247](#), Equal Pay for Equal Work Act of 2019 (Legislature, May 22, 2019)
- [Colorado amends equal pay transparency posting requirements, extends statute of limitations for wage discrimination claims to six years](#) (Littler, June 7, 2023)
- [Colorado enacts laws regarding pay equity, salary history and criminal background inquiries](#) (Proskauer, July 8, 2019)
- [Inside the Colorado salary history ban](#) (Workest, January 28, 2019)
- [Colorado salary history question ban in effect](#) (Data Facts, January 22, 2021)

Connecticut

- [Public Act 18-8](#), an act concerning pay equity (Legislature, May 22, 2018)
- [Connecticut proposes legislation to increase salary transparency in job postings](#) (Ogletree Deakins, January 19, 2023)
- [Connecticut bans salary history inquiries as federal legislation stalls](#) (HR Policy Association, June 11, 2021)
- [Connecticut ban on asking for salary history begins](#) (HR Daily Advisor, January 3, 2019)

- [Connecticut's new pay equity bill prohibits questions regarding prospective employees' wage and salary history](#) (Littler, May 23, 2018)

Delaware

- [2017 Ch. 41](#), an act to amend the Delaware Code on unlawful employment practices (Legislature, June 14, 2017)
- [Delaware bans salary history inquiries](#) (Gordan Feinblatt, November 9, 2017)
- [Delaware bans salary history inquiries](#) (Conduent, June 21, 2017)
- [Delaware enacts pay history ban](#) (Duane Morris, June 19, 2017)

Hawaii

- [2018 Act 108](#), relating to equal pay (Legislature, July 6, 2018)
- [Hawaii catches the wave, bans salary history inquiries](#) (Ogletree Deakins, July 24, 2018)
- [Hawaii joins salary history ban trend](#) (Littler, July 6, 2018)

Illinois

- [HB 3129](#) (Legislature)
- [2021 Public Act 102-0036](#), an act concerning human rights (Legislature, June 25, 2021)
- [Employer equal pay act salary history ban FAQ](#) (Department of Labor)
- [Illinois to require employer pay transparency in job postings and promotion opportunities](#) (Ogletree Deakins, June 7, 2023)
- [Illinois set to join the pay transparency club](#) (Foley & Lardner, June 6, 2023)
- [Illinois poised to become latest state to mandate pay transparency](#) (Barnes & Thornburg, June 1, 2023)
- [An overview of the Illinois salary history ban for employers](#) (Thompson Coburn, October 1, 2019)
- [Illinois enacts equal pay, workplace diversity disclosure laws](#) (Mercer, August 12, 2019)

Maine

- [2019 Ch. 35](#), an act regarding pay equality (Legislature, April 12, 2019)

- [Maine's pay transparency law goes into effect July 29, 2026](#) (Morgan Brown & Joy, July 6, 2026)
- [Maine salary history ban](#) (Sterling, May 7, 2019)
- [In step with national trend, Maine passes salary history ban](#) (Littler, April 22, 2019)
- [Maine enacts pay equality law banning salary history inquiries](#) (Ogletree Deakins, April 16, 2019)

Maryland

- [2020 Ch. 67](#), an act concerning wage history and wage range (Legislature, May 8, 2020)
- [Maryland enacts ban on salary history inquiries and closes loophole](#) (Gordon Feinblatt, June 16, 2020)
- [Maryland approves salary history ban](#) (Workest, September 10, 2020)
- [Salary history ban Maryland](#) (Shawe Rosenthal, September 5, 2020)

Massachusetts

- [2016 Ch. 177](#), an act to establish pay equity (Legislature, August 1, 2016)
- [Massachusetts pay equity law bans salary history inquiry, and so much more](#) (Burns Levinson, April 19, 2018)

Minnesota

- [Section 363A.08](#) (Human rights code) Chapter 52 — S 2909 (Legislature)
- [Close the gender and racial pay gap](#) (Department of Human Rights)
- [Minnesota law prohibits employers from inquiring into applicants' pay history](#) (Vorys, February 9, 2024)
- [Minnesota law prohibits inquiries into applicants' pay history starting in 2024](#) (EY, October 25, 2023)
- [Minnesota's new pay history ban: What hiring managers need to know](#) (Dahl, September 22, 2023)
- [Pay history ban webpage launches before law goes into effect](#) (Department of Human Rights, July 20, 2023)
- [Minnesota bans compensation history inquiries](#) (Minnesota Wage & Hour, July 18, 2023)

Nevada

- [2021 Ch. 293](#), an act relating to wage or salary history (Legislature, June 2, 2021)
- [And the beat goes on — Nevada now among states requiring employers to disclose wage ranges & banning salary history inquiries](#) (Seyfarth, June 30, 2021)
- [Nevada enacts tough salary history ban to promote pay equity](#) (XpertHR, June 7, 2021)
- [Nevada enacts salary history ban](#) (HRWorks, July 6, 2021)

New Jersey

- [2019 Ch. 199](#), an act concerning employer inquiries regarding salary history (Legislature, July 25, 2019)
- [New in 2020: New Jersey enacts salary history ban](#) (Workest, January 8, 2020)
- [New Jersey joins the salary history 'ban' wagon](#) (Duane Morris, August 8, 2019)
- [New Jersey joins jurisdictions banning salary history inquiries](#) (Ford Harrison, July 30, 2019)

New York

- [2019 Ch. 94](#), an act to amend the labor law to prohibit wage or salary history inquiries (Legislature, July 10, 2019)
- [Salary history ban: What you need to know](#) (Government)
- [New York releases FAQs on statewide salary history ban](#) (Littler, January 27, 2020)
- [New York state releases guidance on salary history ban](#) (Epstein Becker Green, January 6, 2020)

Ohio (Cincinnati, Cleveland, Columbus, Toledo)

- [Chapter 669 — Unlawful discriminatory salary practices](#) (Cleveland City Code)
- [Emergency Ordinance 104-2025](#) (City of Cleveland, April 28, 2025)
- [Cleveland city council passes groundbreaking pay transparency law](#) (Cleveland City Council, April 28, 2025)
- [Ordinance 0709-2023](#) (City of Columbus)
- [Ordinance 0-173-19](#) (City of Toledo, June 26, 2019)
- [Ordinance No. 83](#) (City of Cincinnati, March 19, 2019)

- [Cleveland's pay transparency and compensation history law: Breaking down the new employer requirements](#) (Jackson Lewis, May 15, 2025)
- [Cleveland employers must prepare for city's new pay equity and transparency rules: Your top questions answered + 5 steps to take next](#) (Fisher Phillips, May 6, 2025)
- [Cleveland will prohibit salary inquiries and require salary ranges in job postings](#) (Ogletree Deakins, May 6, 2025)
- [Cleveland adopts salary history and transparency law](#) (Littler, May 5, 2025)
- [Cleveland City Council passes new pay transparency and salary history ordinance](#) (Benesch, May 2, 2025)
- [Columbus, Ohio salary history ban takes effect March 1, 2024](#) (Vorys, February 20, 2024)
- [Columbus, Ohio bans salary history inquiries](#) (Forbes, May 5, 2023)
- [Columbus, Ohio, will hop on the salary history ban-wagon in March 2024](#) (Epstein Becker Green, April 27, 2023)
- [Columbus, Ohio, bans inquiries into applicant's salary history](#) (Jackson Lewis, April 18, 2023)
- [Cincinnati salary history ban takes effect](#) (KMK Law, March 12, 2020)
- [Toledo, Ohio passes ban on salary history inquiries](#) (Proskauer, July 16, 2019)
- [Toledo becomes second Ohio city to pass salary history ban](#) (Littler, June 25, 2020)
- [Salary history bans hit the Midwest: Cincinnati passes salary history ban and requires disclosure of a pay scale](#) (Seyfarth, March 19, 2019)

Oregon

- [2017 Ch. 197](#), relating to pay equity (Legislature, June 1, 2017)
- [Oregon joins growing list of states banning salary history questions](#) (Compensation.blr, June 12, 2017)
- [Oregon restricts salary history questions with broad equal pay law](#) (XpertHR, June 9, 2017)
- [Oregon enacts new equal pay law that includes salary history inquiries](#) (Littler, June 1, 2017)

Puerto Rico

- [Law 16-2017](#) (Spanish) (Government, March 8, 2017)
- [Puerto Rico: Key takeaways about proposed amendments to Salary Equality Act of 2017](#) (DLA Piper, January 12, 2023)

- [Puerto Rico enacts equal pay law, prohibits employers from inquiring about past salary history](#) (Jackson Lewis, March 13, 2017)
- [Puerto Rico Equal Pay Act 16-2017](#) (R.A. Fleming, March 14, 2017)
- [Puerto Rico Equal Pay Act signed into law](#) (McConnell Valdes, March 13, 2017)

Rhode Island

- [2021 Ch. 168](#), an act relating to fair employment practices (Legislature, July 6, 2021)
- [Rhode Island amends pay equity law, bans salary history inquiries and requires pay scale disclosures](#) (Ogletree Deakins, July 30, 2021)
- [Rhode Island enacts new protections against pay discrimination](#) (Jackson Lewis, July 15, 2021)

Vermont

- [2018 Act 126](#), an act relating to inquiries about an applicant's salary history (Legislature, May 11, 2018)
- [Vermont salary history ban](#) (Sterling, June 7, 2018)
- [Vermont enacts salary history inquiry law](#) (Littler, May 15, 2018)
- [Vermont bans inquiries into job applicants' salary and benefit history](#) (Jackson Lewis, May 15, 2018)

Virginia

- [SB 215](#) (Legislature)
- [Virginia enacts pay transparency and salary history restrictions](#) (Jackson Lewis, April 29, 2026)
- [Virginia passes pay transparency and salary history ban law](#) (HR Works, April 10, 2026)
- [After past vetoes, democratic-controlled legislature sends Virginia Equal Pay Act to governor](#) (Virginia Mercury, March 26, 2026)

Washington

- [2019 Ch. 345](#), relating to wage and salary information (Legislature, May 9, 2019)
- [Washington's salary history ban and new wage disclosure requirements take effect July 28](#) (Perkins Coie, July 23, 2019)
- [Washington state enacts salary history ban](#) (Duane Morris, June 5, 2019)

- [Washington state signs a salary history ban, with a twist](#) (Seyfarth, May 10, 2019)

Section 4

Salary range transparency/disclosures

Several states require or are considering requiring employers to disclose information about salary ranges for open positions or promotions — either voluntarily or upon request. A few states are also requiring employers to file pay equity reports.

Multistate

- [Show and tell: New state salary disclosure laws go into effect](#) (Bradley, July 23, 2026)
- [Pay transparency and the power of preventive strategies — Episode 5: How manufacturers can manage worker equity expectations](#) (Jackson Lewis, March 31, 2026)
- [Pay transparency laws surge: How to turn compliance into strategy](#) (HR Executive, March 23, 2026)
- [Broad pay ranges may hurt an employer's chance of recruiting female talent](#) (HR Brew, March 23, 2026)
- [Navigating 2026: Pay transparency laws and employer obligations](#) (L&E Global, February 25, 2026)
- [Pay transparency + the power of preventative strategies: Episode 1 — Mitigating the patchwork](#) (Jackson Lewis, December 9, 2025)
- [Attention employers: What's the state of pay transparency in your state? Find out in our roundup of state and local pay transparency laws](#) (Nukk-Freeman & Cerra, P.C., March 10, 2025)
- [The pay transparency laws to know in 2025 in the United States and beyond](#) (Littler, February 21, 2025)
- [New pay transparency laws challenge employers across state lines](#) (subscription required) (Bloomberg Law, January 23, 2025)
- [Navigating 2025 pay transparency laws: What employers need to know across states](#) (Bass Berry & Sims, January 13, 2025)
- [Pay transparency reminder: 5 states' laws take effect in 2025](#) (Ogletree Deakins, January 10, 2025)
- [Effective pay transparency requires benefit transparency](#) (Harvard Law Review, November 21, 2024)

- [Pay equity and transparency in financial services](#) (Jackson Lewis, October 22, 2024)
- [Organizations should prioritize pay transparency to attract talent, study says](#) (subscription required) (Financial Post, September 26, 2024)
- [Remote and borderless work make pay transparency more essential](#) (Forbes, August 23, 2024)
- [Navigating new pay transparency policies: A look across the US](#) (Compliance HR, April 3, 2024)
- [Demystifying pay transparency in 2024](#) (Salary.com, March 28, 2024)
- [Adapting to new pay transparency legislation effective in 2024](#) (Outsolve, March 20, 2024)
- [14% of companies say workers have quit after seeing jobs with higher pay following transparency laws](#) (CNBC, March 20, 2024)
- [The momentum and future of pay transparency in the US](#) (WTW, February 27, 2024)
- [New and updated pay transparency laws for 2024](#) (DCI Consulting, January 8, 2024)
- [Unlocking the black box: Is pay transparency working?](#) (SHRM, January 5, 2024)
- [Pay transparency laws by state — what you need to know](#) [updated for 2024] (Handbooks, January 3, 2024)
- [3 Pay transparency laws you must know for 2024](#) (UKG, December 18, 2023)
- [Here's how pay transparency is going in 2024](#) (Factorial, November 28, 2023)
- [Pay transparency laws expand to two more jurisdictions](#) (Buchanan, September 6, 2023)
- [U.S. pay scale transparency legislation cheat sheet](#) (Syndio, August 25, 2023)
- [Understanding and implementing salary transparency and pay equity](#) (Forbes, August 8, 2023)
- [State pay transparency laws: 5 questions employers must ask before starting a PERM recruitment campaign](#) (Dickinson Wright, March 28, 2023)
- [US transparency laws trigger disputes over pay disparities](#) (subscription required) (Financial Times, March 26, 2023)
- [Pay transparency is spreading. Here's what you need to know](#) (US News, March 20, 2023)
- [M&A diligence considerations related to wage transparency laws and equal pay act](#) (LP, March 15, 2023)
- [Pay transparency and equity issues](#) (BCLP, March 9, 2023)

- [Quick facts about state salary range transparency laws](#) (American Progress, March 9, 2023)
- [3 keys to implementing pay transparency in job postings](#) (Human Resource Executive, March 6, 2023)
- [Research: The complicated effects of pay transparency](#) (Harvard Business Review, February 8, 2023)
- [How to introduce pay transparency to help close the gender pay gap](#) (Forbes, February 2, 2023)
- [Current employees may have pay transparency rights too](#) (Foley & Lardner, January 23, 2023)
- [Pay transparency challenges...and opportunities](#) (Mintz, January 13, 2023)
- [Pay transparency continues to expand in the workplace](#) (McLane Middleton, January 12, 2023)
- [Pay transparency: One size does not fit all](#) (Alvarez and Marsal, December 15, 2022)
- [How new wage transparency laws affect job ads under PERM process](#) (Morgan Lewis, December 15, 2022)
- [Salary and pay range disclosures in job postings: A quick guide to what US employers need to know right now](#) (Baker McKenzie, November 28, 2022)
- [Pay transparency laws are here. What's with the broad salary ranges?](#) (HR Executive, November 14, 2022)
- [PERM recruitment impacted by 'pay transparency' laws](#) (Mintz, November 9, 2022)
- [A running list of companies posting salaries with all new US jobs](#) (Bloomberg, November 4, 2022)
- [Pay transparency laws could affect PERM recruitment, unless preempted by federal law or exempted](#) (Constangy Brooks, Smith & Prophete LLP, November 1, 2022)
- [Help wanted: What employers need to know about pay transparency requirements in job postings](#) (K&L Gates, October 31, 2022)
- [After game-changing NYC law on salary transparency, American Express will post salary ranges for job listings across the U.S.](#) (Fortune, October 31, 2022)

California

- [SB 642](#) (Legislature, October 8, 2025)
- [SB No. 464](#) (Legislature, October 13, 2025)

- [SB No. 497](#) (Legislature)
- [2022 SB 1162](#), Employment: Salaries and wages (Legislature, September 1, 2022)
- [California pay data reporting](#) (Civil Rights Department)
- [California Equal Pay Act: Frequently asked questions](#) (California Department of Industrial Relations)
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- [New York City salary transparency law takes effect on November 1, 2022](#) (Phillips Lytle, October 2022)
- [4 million NYC workers will now see how much jobs pay before they apply — here's what to know](#) (CNBC, October 31, 2022)
- [What's the salary? NYC job seekers can no longer be kept in the dark](#) (subscription required) (The New York Times, October 28, 2022)

- [New York City's pay transparency law takes effect November 1](#) (Kilpatrick Townsend, October 27, 2022)
- [New York City pay transparency: What employers need to know](#) (Gibbons, October 26, 2022)
- [New York City's pay transparency law takes effect in one month — are you ready?](#) (Proskauer, September 27, 2022)
- [New York City amends and delays salary range transparency act](#) (Duane Morris, June 15, 2022)
- [Salary information will be required in New York City job postings](#) (Mercer, May 4, 2022)
- [NYC passes amendment to pay transparency law; effective date pushed to November 1, 2022](#) (Hogan Lovells, May 1, 2022)
- [Salary transparency in job advertisements](#) (NYC Commission on Human Rights, March 22, 2022)
- [Pay equity update: New York City's new salary range disclosure law](#) (Faegre Drinker, January 18, 2022)

New York — Ithaca and Westchester County

- [Thinking Clearly: Ithaca and Westchester County require pay transparency in job advertisements](#) (Seyfarth, June 21, 2022)

Ohio — Cleveland

- [Chapter 669 — Unlawful discriminatory salary practices](#) (Cleveland City Code)
- [Cleveland city council passes groundbreaking pay transparency law](#) (Cleveland City Council, April 28, 2025)
- [Columbus, Ohio, to require employers to disclose salaries in job postings, strengthening the City's efforts toward pay equity](#) (Duane Morris, December 2, 2025)
- [Cleveland employers must now comply with local transparency requirements](#) (Thompson Hine, November 10, 2025)
- [Cleveland's pay transparency and compensation history law: Breaking down the new employer requirements](#) (Jackson Lewis, May 15, 2025)
- [Cleveland employers must prepare for city's new pay equity and transparency rules: Your top questions answered + 5 steps to take next](#) (Fisher Phillips, May 6, 2025)
- [Cleveland will prohibit salary inquiries and require salary ranges in job postings](#) (Ogletree Deakins, May 6, 2025)

- [Cleveland adopts salary history and transparency law](#) (Littler, May 5, 2025)
- [Cleveland City Council passes new pay transparency and salary history ordinance](#) (Benesch, May 2, 2025)

Ohio — Columbus

- [Chapter 2335 — Prohibited salary history inquiry and use](#) (Government)
- [Columbus employers face new pay transparency rules](#) (Jackson Lewis, November 17, 2025)
- [Columbus, Ohio prohibits salary history and required pay transparency](#) (Littler, November 7, 2025)
- [Columbus mandates salary ranges in job postings by 2027](#) (Forbes, November 7, 2025)

Oregon

- [Oregon court expands protections for employees who ask for a raise](#) (Buchalter, May 6, 2026)

Puerto Rico (proposal)

- [Key takeaways about proposed amendments to Salary Equality Act of 2017](#) (DLA Piper, January 12, 2023)

Rhode Island

- [2021 Ch. 168](#), relating to fair employment practices (Legislature, July 6, 2021)
- [Rhode Island amends pay equity law, bans salary history inquiries, and requires pay scale disclosures](#) (Ogletree Deakins, July 30, 2021)
- [Rhode Island enacts new protections against pay discrimination](#) (Jackson Lewis, July 15, 2021)

Vermont

- [H 704](#) (Legislature)
- [Vermont to require pay range disclosure in job advertisements](#) (Mercer, August 5, 2024)
- [Vermont passes pay transparency law: considerations for employers](#) (Morgan Lewis, July 26, 2024)
- [More states adopt wage transparency mandates, Vermont latest to join](#) (Buchanan, July 17, 2024)
- [Vermont becomes latest state to enact pay transparency law](#) (Foley, June 17, 2024)

Virginia

- [SB 215](#) (Legislature)
- [Virginia and Maine enact pay transparency laws to take effect in July 2026](#) (Ogletree Deakins, May 6, 2026)
- [Virginia law will require pay transparency, restrict employers from seeking wage history](#) (Morgan Lewis, May 5, 2026)
- [Virginia enacts pay transparency and salary history restrictions](#) (Jackson Lewis, April 29, 2026)
- [Virginia passes pay transparency and salary history ban law](#) (HR Works, April 10, 2026)
- [After past vetoes, democratic-controlled legislature sends Virginia Equal Pay Act to governor](#) (Virginia Mercury, March 26, 2026)

Washington

- [Ruling](#) (Supreme Court, September 4, 2025)
- [RCW 49.58.120](#) (Legislature, July 2025)
- [2022 Ch. 242](#), wage and salary information — applicants for employment (Legislature, March 30, 2022)
- [2019 Ch. 345](#), concerning wage and salary information (Legislature, May 9, 2019)
- [SB 5408](#) (Legislature)
- [Wanted: Job applicants \(no strings attached\): Washington's new standard for pay posting compliance](#) (The National Law Review, October 6, 2025)
- [Washington pay transparency: A timely compliance reminder for employers](#) (Jackson Lewis, October 3, 2025)
- [Washington tweaks job ad pay range law to weaken lawsuit threat](#) (subscription required) (Bloomberg Law, May 21, 2025)
- [Washington state clarifies its pay transparency law](#) (Morgan Lewis, May 13, 2025)
- [Relief from steep pay transparency penalties for businesses in Washington State](#) (Littler, April 28, 2025)
- [Washington state makes key changes to amend Equal Pay and Opportunities Act](#) (Ogletree Deakins, April 23, 2025)

- [Washington legislature considers prospective notice and cure period for wage transparency claims](#) (Davis Wright Tremaine, April 16, 2025)
- [Washington state's new pay transparency law](#) (Outside GC, March 14, 2023)
- [First job ad pay disclosure suit decision raises standing issue](#) (Bloomberg Law, April 26, 2024)
- [Washington State issues new guidance on pay transparency requirements for job postings](#) (L&L Gates, January 6, 2023)
- [Washington's pay transparency law — What employers need to know](#) (webinar) (Davis Wright Tremaine, December 21, 2022)
- [Washington regulator clarifies new pay disclosure requirements](#) (Mercer, December 19, 2022)
- [Washington state issues final policy on pay transparency in job postings, setting most stringent requirements in the country](#) (Littler, December 16, 2022)
- [Washington state's pay transparency law takes effect January 1, 2023](#) (McDermott Will & Emery, 6 December 2022)
- [Washington state to require employers to disclose salary and benefits information on job postings](#) (Jackson Lewis, April 12, 2022)
- [The value of pay ranges in job postings](#) (SeattleMet, April 11, 2022)
- [Washington employers required to disclose salary range and wage scale in job postings beginning January 1, 2023](#) (Ogletree Deakins, April 1, 2022)
- [Washington state to join the growing list of states with expanding pay disclosure requirements](#) (Jackson Lewis, March 23, 2022)
- [Washington state signs a salary history ban, with a twist](#) (Seyfarth, May 10, 2019)

Washington, DC

- [DC Act 25-367](#) (Council of the District of Columbia)
- [New pay transparency and wage history requirements in Maryland and Washington, D.C.](#) (Greenberg Traurig, May 17, 2024)
- [Washington, DC, to enhance pay transparency](#) (Mercer, May 14, 2024)
- [New Washington, DC pay transparency law scheduled to go into effect on June 30, 2024](#) (Jackson Lewis, February 27, 2024)
- [Washington, DC joins a growing number of jurisdictions with pay transparency requirements and wage history inquiry restrictions](#) (Mintz, February 27, 2024)

- [Pay transparency arrives at the nation's capital](#) (Littler, January 16, 2024)
- [DC employers need to prepare for more than humidity this summer: New wage transparency law effective in June](#) (Squire Patton Boggs, February 5, 2024)
- [Washington DC is set to join the trend toward requiring pay transparency](#) (Seyfarth, January 12, 2024)
- [District of Columbia enacts new pay transparency law](#) (McGuire Woods, January 12, 2024)

Section 5

Temporary worker protections

In 2023, Illinois and New Jersey enacted laws that provide equal pay protections to temporary workers.

- [Dueling rulings on temp worker pay laws sow confusion in states](#) (subscription required) (Bloomberg Law, July 25, 2024)

Illinois

- [Public Act 103-0437](#) (Legislature)
- [Public Act 103-1030](#) (Legislature)
- [Illinois amends temp worker law, boosting employer obligations](#) (Jackson Lewis, September 13, 2024)
- [Preliminary injunction against Illinois equivalent benefits law for temporary workers](#) (Littler, March 15, 2024)
- [Illinois Day and Temporary Labor Services Act equivalent-benefits provision enjoined](#) (Jackson Lewis, March 15, 2024)
- [Illinois federal court enjoins 'equivalent benefit' provision of Day and Temporary Labor Services Act in significant win for staffing agencies and their company clients](#) (Duane Morrison, March 14, 2024)
- [Decision](#) (USDC, Northern District of Illinois, March 11, 2024)
- [Illinois enacts law requiring 'equal pay' for temporary workers](#) (Proskauer, August 25, 2023)
- [Illinois expands rights and remedies for temporary workers](#) (Perkins Coie, August 14, 2023)
- [Illinois equal pay law for temporary workers: What Illinois businesses need to know](#) (Barnes & Thornburg, August 11, 2023)
- [Illinois law will require new disclosures when using temporary labor](#) (Baker Hostetler, August 10, 2023)
- [Illinois governor signs temp worker equal pay bill into law](#) (Staffing Industry Analysts, August 7, 2023)
- [Gov. J.B. Pritzker signs law to strengthen protections for temporary workers](#) (subscription required) (Chicago Tribune, August 4, 2023)

- [Illinois requires equal pay for temp workers, joining New Jersey](#) (subscription required) (Bloomberg Law, August 4, 2023)
- [Illinois to mandate equal pay and benefits, new notice and safety requirements for many temporary workers](#) (Franczek, July 11, 2023)
- [Illinois bill mandating temp workers receive 'equal pay' compared to direct hires sent to governor](#) (Jackson Lewis, June 30, 2023)

New Jersey

- [Bill A1474](#) (Legislature)
- [Temporary workers in NJ: Rights and protections](#) (Department of Labor & Workforce Development)
- [Governor Murphy signs 'Temporary Workers' Bill of Rights' into law](#) (Governor's office, February 6, 2023)
- [New Jersey nears finalization of Temporary Workers Bill of Rights regulations](#) (Ogletree Deakins, September 16, 2024)
- [NJ temp worker equal pay law survives business group challenge](#) (subscription required) (Bloomberg Tax, September 3, 2024)
- [New protections for New Jersey's temporary workers go into effect](#) (New Jersey Monitor, August 4, 2023)
- [New Jersey enacts first-of-its-kind temporary workers' bill of rights](#) (Morgan Lewis, February 24, 2023)
- [Gov. Phil Murphy signs the New Jersey Temporary Workers' Bill of Rights](#) (Faegre Drinker, February 9, 2023)
- [We the temp workers: New Jersey enacts 'Temporary Workers Bill of Rights'](#) (Littler, February 9, 2023)
- [New Jersey enacts temporary workers' bill of rights](#) (SHRM, Feb. 8, 2023)
- [Governor Murphy signs 'Temporary Workers' Bill of Rights' into law](#) (Governor's office, February 6, 2023)

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Mercer (US) LLC

1166 Avenue of the Americas
New York, NY 10036
www.mercer.com

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