


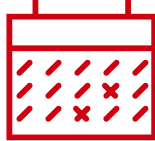
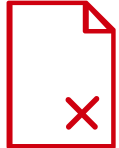



CA is the 4th state – after Massachusetts, Oregon and Delaware – to pass such legislation, and 25 additional states have considered similar bills in 2017.

WHO	 <ul style="list-style-type: none"> All CA employers, including state and local governments All CA job applicants
WHAT	 <ul style="list-style-type: none"> An employer shall not rely on the salary history information of an applicant for employment as a factor in determining whether to offer employment to an applicant or what salary to offer to an applicant An employer shall not, orally or in writing, personally or through an agent, seek salary history information including compensation and benefits, about an applicant for employment An employer, upon reasonable request, shall provide the pay scale for a position to an applicant applying for employment
WHERE	 <ul style="list-style-type: none"> California
WHEN	 <ul style="list-style-type: none"> Law takes effect January 1, 2018
WHY	 <ul style="list-style-type: none"> Eliminate the practice of seeking or requiring salary history of job applicants which may perpetuate wage inequalities
ADDITIONAL COMMENTARY	 <ul style="list-style-type: none"> Employers who currently request an applicant's salary history for job applications must amend such applications before 1/1/18 AB 168 does not prohibit an applicant from voluntarily and without prompting, disclosing salary history information and would not prohibit an employer from considering or relying on that voluntarily disclosed salary history information in determining salary