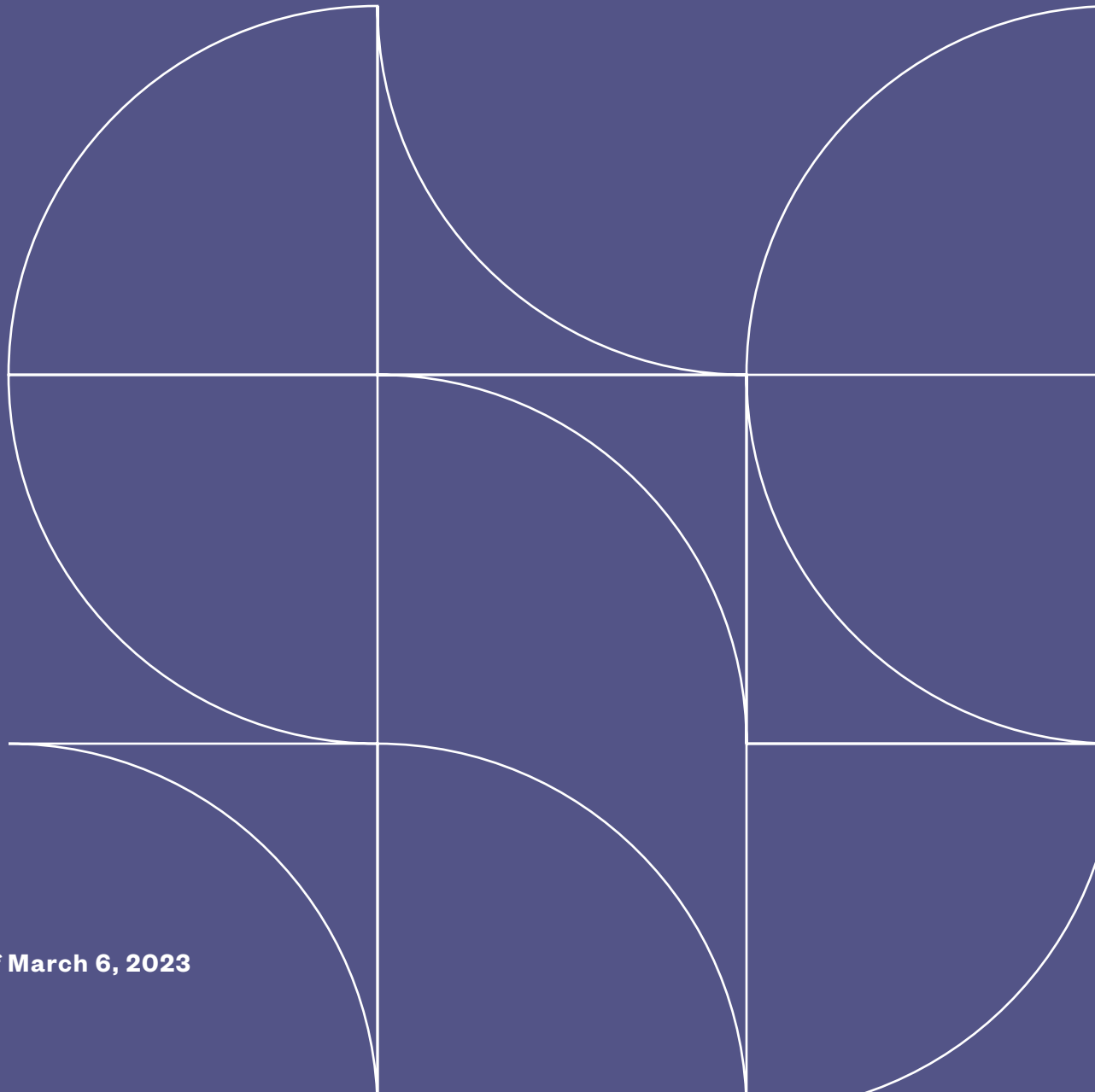




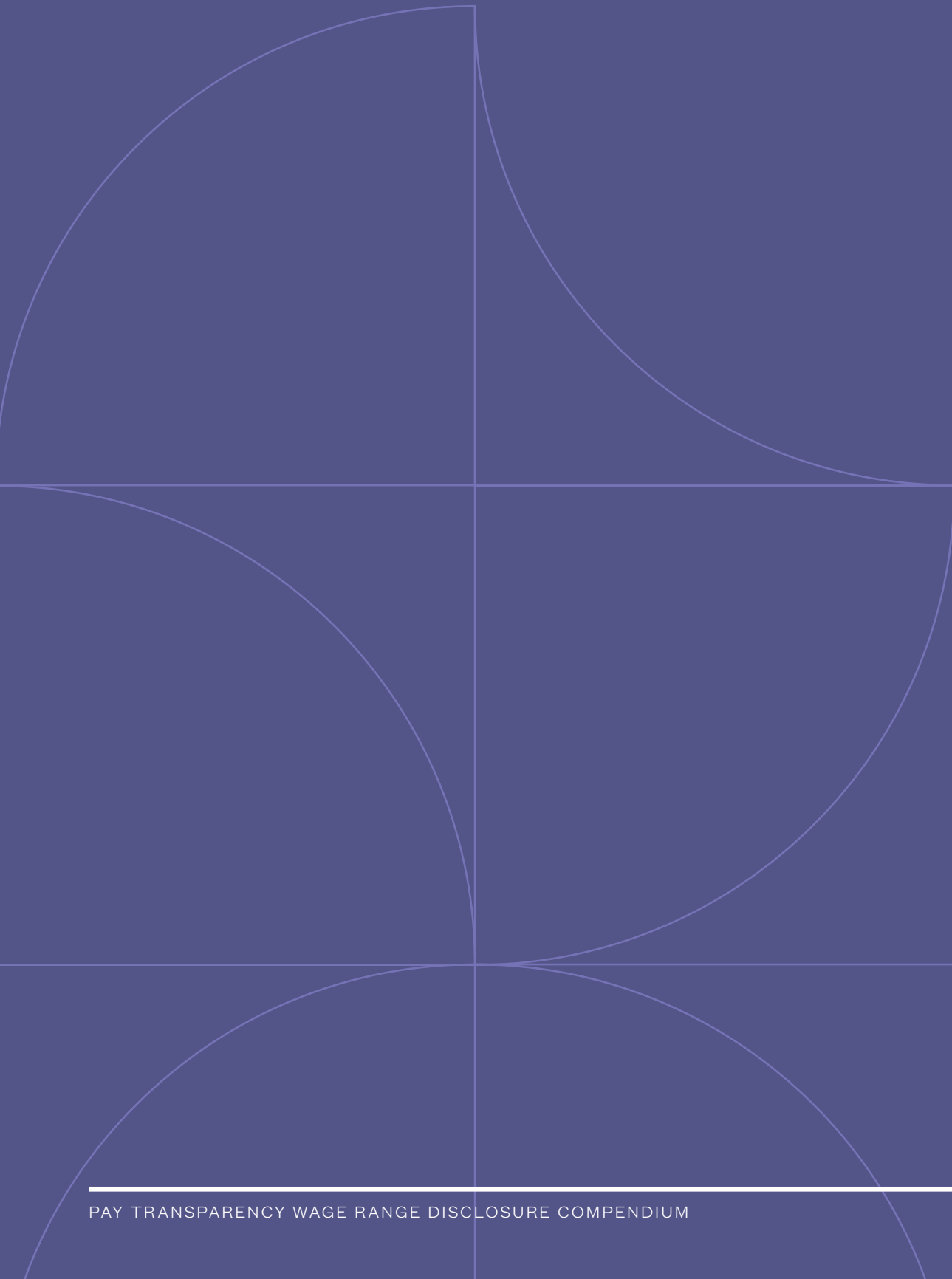
Pay Transparency Wage Range Disclosure Compendium

With Pending Legislation



Updated as of March 6, 2023

Pay Transparency Wage Range Disclosure Compendium



Current Laws

Jurisdiction	To Whom?	Timing	What Must be Provided	Effective Date
CA California	Applicants + Employees	On job posting and upon applicant and/or employee's request.	"Pay scale," which means the salary or hourly wage range that the employer reasonably expects to pay for the position. <u>Record Retention Requirement:</u> Must maintain records of a job title and wage rate history for each employee for the duration of the employment plus three years after the end of the employment in order for the Labor Commissioner to determine if there is still a pattern of wage discrepancy. These records shall be open to inspection by the Labor Commissioner.	Jan. 1, 2023
CO Colorado	Applicants + Employees	On job posting. Notice of a promotional opportunity must be made to all employees for whom it may be a promotion, on the same calendar day, and sufficiently in advance of the hiring or promotion decision that employees receiving notice may apply. There is an exception where an employer continuously—at least once per month—either (1) hires for a specific position that would qualify as a promotional opportunity for any current employees, or (2) automatically promotes employees in an in-line job progression upon completing set requirements (e.g., a certification or number of service hours): Such an employer may provide a single notice of such promotional opportunities, rather than a notice for each individual promotion.	<u>Compensation Information Posting Requirement:</u> For roles that will be CO based, and for remote roles that could be performed in CO, employers must include: (1) the hourly rate or salary compensation (or a range thereof) that the employer is offering for the position; (2) a general description of any bonuses, commissions, or other forms of compensation that are being offered for the job; and (3) a general description of all employment benefits the employer is offering for the position. <u>Promotional Opportunity Notice Requirement:</u> Employers must post or otherwise notify CO employees of all job vacancies whether such vacancies exist in CO or elsewhere, and whether or not any CO employee is qualified for the job. The notice must be in writing and can be made by any method(s) reaching all employees. The definition of promotion is broad, applies to any opportunity that could be a promotion for any employee within the organization (including potentially world-wide roles), and includes in-line, career progression promotions. There are some exceptions to this requirement for confidential searches, certain automatic promotions, and temporary, acting, or interim roles. <u>Record Retention Requirement:</u> Employers must keep records of job descriptions and wage rate history for each employee for the duration of the employee's employment plus two years after the end of employment.	Jan. 1, 2021
CT Connecticut	Applicants + Employees	Applicants: Upon earliest of (1) applicant's request; or (2) prior to or at the time of an offer of compensation. Employees: Upon (1) hire; (2) change in employee's position; or (3) employee's first request.	Wage range, which means the range of wages the employer anticipates relying on when setting wages for a position and may include reference to: (1) any applicable pay scale; (2) previously determined range of wages for the position; (3) actual range of wages for those employees currently holding comparable positions; or (4) the employer's budgeted amount for the position.	Oct. 1, 2021

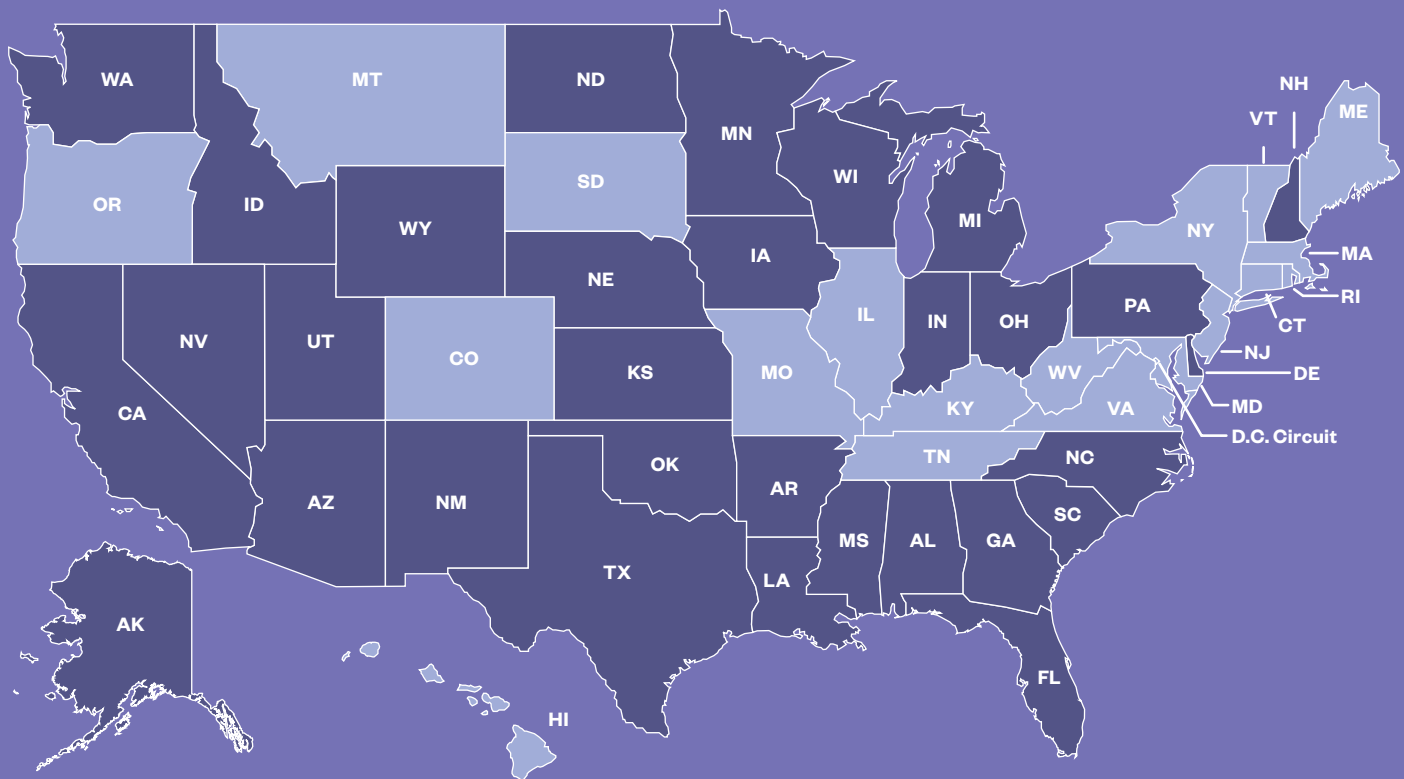
Current Laws

Jurisdiction	To Whom?	Timing	What Must be Provided	Effective Date
MD Maryland	Applicants	Upon request.	Wage range (undefined).	Oct. 1, 2020
NV Nevada	Applicants + Employees	Applicants: Upon completion of an interview for a position. Employees: For promotion or transfer to a new position if the employee has (1) applied for the promotion or transfer; (2) completed an interview for the promotion or transfer or been offered the promotion or transfer; and (3) requested the wage or salary range or rate for the promotion or transfer.	Wage or salary range or rate.	Oct. 1, 2021
NJ New Jersey (Jersey City)	Applicants + Employees	On a posting or advertisement that provides notice of employment opportunities, transfers, or promotions.	Minimum and maximum annual salary or hourly wage. In stating the minimum and maximum annual salary or hourly wage for a position, the range may extend from the lowest to the highest salary the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	July 6, 2022
NY New York State	Applicants + Employees	In an advertisement for a job, promotion, or transfer opportunity that can or will be performed, at least in part, in the state of New York.	Must disclose: (1) the compensation or a range of compensation for such job, promotion, or transfer opportunity; and (2) the job description for such job, promotion, or transfer opportunity, if such description exists. For jobs, promotions, or transfer opportunities paid solely on commission, must disclose in writing in a general statement that compensation shall be based on commission. <u>Recordkeeping Requirement:</u> Must keep and maintain necessary records to comply with the requirements of this section including, but not limited to, the history of compensation ranges for each job, promotion, or transfer opportunity and the job descriptions for such positions, if such descriptions exist.	Sept. 17, 2023
NY New York (Albany County)	Applicants + Employees	On advertisement for a job, promotion or transfer opportunity.	Minimum and maximum salary or hourly wage. In stating the minimum and maximum salary or hourly wage for a position, the range may extend from the lowest to highest salary the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	Mar. 9, 2023
NY New York (Ithaca)	Applicants + Employees	On advertisement for a job, promotion, or transfer opportunity.	Minimum and maximum hourly or salary compensation. In stating the minimum and maximum hourly or salary compensation for a position, the range may extend from the lowest to the highest hourly or salary compensation the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	Sept. 1, 2022

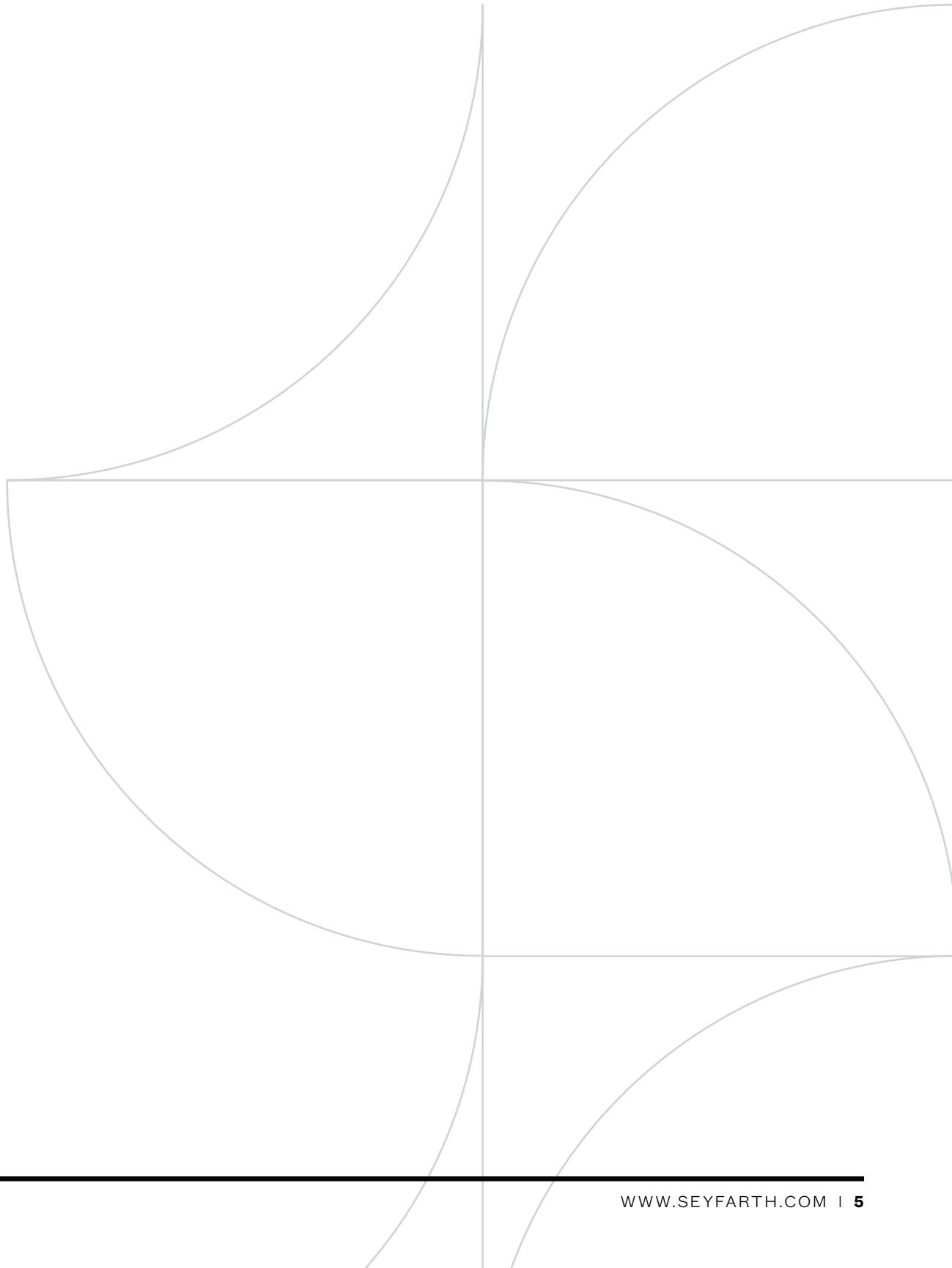
Current Laws

Jurisdiction	To Whom?	Timing	What Must be Provided	Effective Date
NY New York (NYC)	Applicants + Employees	On advertisement for a job, promotion, or transfer opportunity.	Minimum and maximum annual salary or hourly wage. In stating the minimum and maximum annual salary or hourly wage for a position, the range may extend from the lowest to the highest annual salary or hourly wage the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	Nov. 1, 2022
NY New York (Westchester County)	Applicants + Employees	On posting for job, promotion, or transfer opportunity.	Minimum and maximum salary for a position. In stating the minimum and maximum salary for a position, the range may extend from the lowest to the highest salary the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	Nov. 6, 2022
OH Ohio (Cincinnati)	Applicants	Upon reasonable request, after a conditional offer of employment.	Pay scale (undefined).	Mar. 12, 2020
OH Ohio (Toledo)	Applicants	Upon reasonable request, after a conditional offer of employment.	Pay scale (undefined).	Jun. 25, 2020
RI Rhode Island	Applicants + Employees	Applicants: Upon request. Employer should provide the wage range prior to discussing compensation. Employees: Upon (1) hire; (2) when employee moves into a new position; or (3) employee's request.	Wage range, which means: Applicants: The wage range the employer anticipates relying on in setting wages for the position and may include reference to any applicable pay scale, previously determined range of wages for the position, the actual range of wages for those currently holding equivalent positions, or the budgeted amount for the position, as applicable. Employees: May include reference to any applicable pay scale, previously determined range of wages for the position, or the range of wages for incumbents in equivalent positions, as applicable.	Jan. 1, 2023, but no civil penalties until Jan. 1, 2025
WA Washington	Applicants + Employees	In each posting for each job opening. Employees: Upon request after offer of internal transfer to a new position or promotion.	In posting: Wage scale or salary range, and a general description of all of the benefits and other compensation to be offered to the hired applicant. Employees: Wage scale or salary range for the employee's new position.	Jan. 1, 2023

Jurisdictions With Proposed Laws



Colorado	Massachusetts	Rhode Island
Connecticut	Missouri	South Dakota
Hawaii	Montana	Tennessee
Illinois	New Jersey	Vermont
Kentucky	New York City	Virginia
Maine	New York State	Washington, DC
Maryland	Oregon	West Virginia





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