

California employers get clarification on salary history ban law

06 August 2018

Late last month, California Governor Jerry Brown signed Assembly Bill 2282 (AB 2282) into law. The Bill attempts to provide California employers with answers to questions that remained after Assembly Bill 168 (the "Salary History Ban" bill) became law. As a reminder, AB 168 (1) prohibits California employers from asking job "applicants" for salary history information (and relying on this information), (2) requires employers to provide to applicants a "pay scale" upon "reasonable request", and (3) prohibits employers from paying individuals of different sexes, races, or ethnicities different rates for competing substantially similar work, without having a justification for the pay disparity.

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