

E-ALERT: Washington Enacts Salary History Ban



Background

Joining the growing list of states addressing pay inequity, Washington recently adopted a new law that prohibits employers from inquiring about an applicant's wage or salary history. This law, which takes effect July 2019, also bans employers from requiring that an applicant's wages or salary "meet certain criteria".

Employers are still allowed to confirm an applicant's wage or salary history if the applicant voluntarily discloses this information or after the employer has negotiated with the applicant and made an offer of employment, with compensation. Additionally, upon request, the employer must provide an applicant with the minimum wage or salary for the position the applicant is applying for. This information must also be provided if requested by a current employee being offered an internal transfer or promotion.

Employer Next Steps

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- Remove any questions surrounding pay history from your job application and hiring process and ensure that any recruiters and background screening vendors you are working with have done the same.
- Make sure your hiring managers and those involved in the interview process are trained to not ask questions about salary history.
- Refrain from releasing salary information for past employees without specific written authorization from the employee.
- If you are one of our Full-Service or Virtual HR clients and would like assistance with updating your employment application as well as sample interview questions that will keep you compliant with the new regulations, please [email us](#).

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