



Why Salary History Bans Are on the Rise

News

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Several states are banning salary history questions during the hiring process. The logic behind the ban is that salary history questions can lead to pay differences between women and men and continue down a path of discriminations. Partner Cheryl Pinarchick weighs in on the subject in this Xpert HR podcast. Cheryl said: "Pay discrimination can follow employees from job to job throughout their careers."

Pinarchick explains that asking about a candidate's salary history expectations remains acceptable. "It's a good way to figure out whether it's worth it to continue with an applicant," she advises. "Are they in the right ballpark for what the job is going to pay?"

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