



Bank of America is the Latest Company to Ban this Dreaded Job-interview Question

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Attorney Cheryl Pinarchick was quoted in *The Washington Post* article, "Bank of America is the Latest Company to Ban this Dreaded Job-interview Question."

Bank of America announced in a recent memo to employees that starting in March, it would it would restrict "how we solicit compensation information from candidates," prohibiting them from asking job candidates how much they made at their last job. The change was made in response to a shareholder proposal about its gender gap.

Companies "don't want to have to keep up with what's happening, quite literally, on a day-to-day basis," said Cheryl Pinarchick, who co-chairs the pay equity practice at the law firm Fisher Phillips. "It gets very cumbersome because these laws are so new."

She said her firm is advising employers to adopt the policies more widely and that many clients are making the shift. "Unless you have a team of people who can be tracking this, even on a daily basis, you could find yourself violating a law where you didn't even know a law existed," she said. "It's best practice going forward."

To read the full article, please visit [*The Washington Post*](#).

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