

New Jersey Enacts Salary History Ban

News

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Starting January 2020, New Jersey employers will no longer be allowed to ask prospective employees about their salary history. Under the new law, Assembly Bill 1094, combined with the Diane B. Allen Pay Equity Act, New Jersey now has some of the strongest wage discrimination protections in the country. Kathleen Caminiti, partner and co-chair of the firm's Pay Equity practice, told *NJBiz* that no other state protects as many groups as New Jersey now does. She said that employers will have to revamp some of their hiring practices to comply with the new law. "Not just paper [applications] but also ... electronic job applications. They need to train their managers, as well as whatever recruiters or headhunters they use. They can't rely on the recruit and headhunter population to know what the law is, it's the employer burden," Kathleen added.

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