

Insights, News & Events

# PHILADELPHIA ATTORNEY FIELDS QUESTIONS ON THIRD CIRCUIT RULING ENFORCING CITY'S SALARY HISTORY BAN

News  
Feb 6, 2020

In a decision that could have national implications for the wage equity movement, the Third Circuit ruled in favor of Philadelphia's ban on asking job applicants their salary history. The ruling is a setback for business groups challenging similar laws. Speaking with *The Philadelphia Inquirer*, Rick Grimaldi says "the law is an overreach generally in the city that is somewhat punishing to employers and businesses trying to succeed." He also spoke with reporters at HR Dive adding, now that this is law, "employers should be reviewing their hiring practices to eliminate the salary history question and focus on what a particular job may be worth."

To read the full articles, visit [The Philadelphia Inquirer](#) and [HR Dive](#).

## Related People



**Rick Grimaldi**

Partner

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## Service Focus

Pay Equity and Transparency

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