

Insights, News & Events

EQUAL PAY ACT IN COLORADO TAKES EFFECT JAN. 1, 2021

News

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In recent interviews with the *Denver Business Journal* and *Law Week Colorado*, LaLonnie Gray provides insight on how employers are preparing for the state's new Equal Pay for Equal Work Act. The new law takes effect Jan. 1, 2021 and requires employers to disclose salary or hourly pay ranges for each job, along with a general description of all of the benefits and other compensation to be offered. It also bans employers from asking about an applicant's salary history. LaLonnie says that clients are already asking about salary ranges, and some want clarity on how nationwide employers should determine salary ranges in job postings if compensation for a given position varies depending on location. She recommends that employers review their hiring policies and procedures, update any job postings and job applications to remove requests for salary history, and train employees to refrain from asking about prior salary during job interviews.

To read the full article, visit the [*Denver Business Journal*](#) and [*Law Week Colorado*](#).

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