

# The Inevitable Elimination of Pay Secrecy In The Workplace

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Sarah Moore's article "The Inevitable Elimination of Pay Secrecy In The Workplace" was featured in *Inside Counsel* on January 12, 2016.

Imagine if every employer in the United States released a public list containing each employee's compensation information for all to see. The thought of such a development will undoubtedly lead some to say "Oh my!", while others would simply respond "So what?" This reaction divide represents the chasm between the established workforce, who cut their teeth in a world where workplace information was generally only shared on a need-to-know basis, and newer millennial employees, who grew up in an era where all sorts of information is readily shared and accessed with little restriction.

Business leaders must now grapple with the "so what" perspective, because one fact is plainly inescapable: The decision on transparency is a few keystrokes or smartphone touches away from being completely out of their hands. And unfortunately for employers that wish to keep their cards close to their vest, the legal landscape is decidedly turning towards eliminating pay secrecy, protecting rogue employees who wish to do the sharing.

To read the full article, please visit [Inside Counsel](#).

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