Asking About Prior Salary Might Become Illegal

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Megan Winter's article "Asking About Prior Salary Might Become Illegal" was featured in the *Daily Journal*. She provides insight into what the current California law requires, and how the recently passed AB 168 by the legislature expands upon what is required.

Current California law requires companies to provide equal pay to employees of different genders, races, and ethnicities who perform substantially similar work and also prohibits companies from using prior salary as the sole justification for differences in pay between employees.

AB 168 would further regulate companies' inquiries into, and use of, an applicant's prior salary history. AB 168 applies to companies of all sizes and amends the California Labor Code to prohibit companies from relying on the salary history of an applicant when deciding whether to offer employment or when deciding the level of compensation to offer an applicant.

To read the full article, visit the *Daily Journal*. *(Subscription required)*

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