

# Philadelphia Partner Discusses Challenges Tied to Salary History Ban

News

2.10.22

In a recent article published in *Law360*, **Samantha Sherwood Bononno** discussed the ongoing challenges employers are facing two years after the Third Circuit backed a Philadelphia law banning employers from asking job applicants about their salary histories. The law was created as part of an effort to address the wage gap in the city.

"We have seen many employers, whether it was back in 2020, when the ruling came down, or 2017, when the initial ordinance was passed, that sought legal advice in terms of how to handle hiring moving forward," she said.

Samantha said adjusting to new requirements can be challenging for employers, especially smaller ones and those dealing with employees in multiple states.

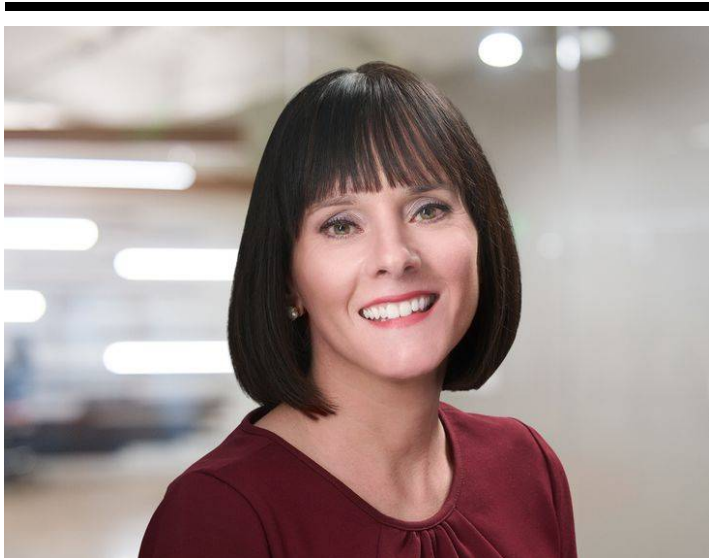
"It can be daunting, what information they can and can't ask or what can be used or not used."

Read the full article in [\*Law360\*](#) (subscription required).

---

Please reach out to our [Media team](#) for any news inquiries.

## Related People



**Samantha Sherwood Bononno**

Partner

610.230.2172

Email

## ***Service Focus***

Wage and Hour

Pay Equity and Transparency

## ***Related Offices***

Philadelphia

New Jersey