



## Salary History Removed

Laws and regulations to restrict employers from asking applicants about salary history are gaining momentum in many states across the U.S. These laws further support the Equal Pay Act and put an end to pay disparities between genders and minorities whether intended or unintended. The popular hiring practice of using salary history to help determine starting pay has allowed pay inequities from former employers to be passed onto the next employer. Therefore, states are passing laws to prohibit employers from asking applicants about salary or pay at previous or current employers until *after* an offer of employment has been extended.

Eliminating the subject of a candidate's salary history from the pre-employment phase of recruitment demonstrates a commitment to providing equal opportunities for all qualified candidates while allowing OSU to be compliant with local labor laws for employees outside of the state of Oklahoma.

1. More than 25 states in the U.S. have either a state-wide or local bans
  - a. States: Alabama, California, Colorado, Connecticut, Delaware, Hawaii, Illinois, Maine, Maryland, Massachusetts, New Jersey, New York, North Carolina, Oregon, Pennsylvania, Vermont, Virginia, and Washington.
  - b. Localities: D.C.; Atlanta, GA; Louisville, KY; New Orleans, LA; Jackson, MS; Kansas City and St. Louis, MO; Cincinnati and Toledo, OH; Columbia and Richland County, SC; Salt Lake City, UT
2. 12 state-wide bans affect all employers while some are specific to the respective state employers.

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