New Jersey Legislation Related To The New York City Salary History Ban

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New Jersey employers may soon be facing restrictions on inquiries regarding previous salary history for job applicants, similar to those recently passed in New York City.

On June 1, 2017, New Jersey moved one step closer to enacting legislation, when the New Jersey Senate Labor Committee recommended by a 4-1 vote, approval of a bill promoting pay equity through the barring of salary history inquiries. The legislation (A3840/S2536) which has already been approved by the State Assembly, must now be officially approved by the full Senate before it is presented to Governor Chris Christie for consideration.

The current language of the bill, as introduced by Senate Majority Leader Loretta Weinberg (D-Bergen) and State Senator Nia H. Gill (D-Essex), would amend the New Jersey Law Against Discrimination by prohibiting employers from screening a job applicant based on the applicant's wage or salary history, and prohibit employers from inquiring about the salary history of a job applicant. The bill would also bar employers from taking reprisals against employees for disclosing to any other employee or former employee information regarding the job title, occupational category, rate of compensation, gender, race, ethnicity, military status, or national origin of the employee.

We will continue to track this legislation and report on any new developments as they occur.

Click here to read our previous blog post on this topic - "New York City Passes Law Prohibiting Employers from Inquiring About Salary History for Prospective Employees"