

State	Application	When Required	What Required	Remote Worker	MISC	Penalties
IL: SB 2038 amendment 1	All Employers including state and local government	<p>each public and internal posting for each job, promotion, each public and internal posting for each job, promotion, transfer, or other employment opportunity the wage or salary, or the wage or salary range, and a general description of the benefits and other compensation to be offered for the job, promotion, transfer, or other employment opportunity</p> <p>applicant for employment to be offered for the job, promotion, transfer, or other employment opportunity prior to any offer or discussion of compensation and at any time at the applicant's request, if a public or internal posting for the job, promotion, transfer, or other employment opportunity has not been made available to the applicant, employee for the position in which the employee is employed upon hire, promotion, or transfer and at least annually thereafter and upon the employee's request.</p>	<p>"wage or salary range" means the minimum and maximum wage or salary for a position set in good faith by reference to any applicable pay scale, the previously determined range for the position, the actual range of others currently holding equivalent positions, or the budgeted amount for the position, as applicable. The difference between the minimum and maximum of the wage <u>or</u> salary range provided by the employer or employment agency to an employee or applicant is one factor relevant to the analysis of whether the wage or salary range has been set in good faith.</p>	<p>positions that will be physically performed, at least in part, in Illinois, or a job, promotion, transfer, or other employment opportunity that will physically be performed outside of Illinois but the employee reports to a supervisor, office, or other work site in Illinois.</p>	<p>an employer or employment agency are not required to create a public or internal posting for jobs, promotions, and transfers where none previously existed.</p> <p>Record keeping: a statement confirming that the wage or salary, or the wage or salary range, and a general description of benefits and other compensation were disclosed to each employee or applicant for each employment opportunity, the actual information disclosed to each employee or applicant</p>	<p>an employer employing 4 or fewer employees shall be given an opportunity to cure the violation or violations within 14 days. Upon the first receipt of notice for one or multiple violations, an employer employing 5 or more employees shall be given an opportunity to cure the violation within 14 days.</p> <p>Upon the second receipt of notice for one or more subsequent violations, an employer employing 4 or fewer employees shall be given 7 days to cure the violation or violations. Upon the second receipt of notice for one or more subsequent violations, an employer employing 5 or more employees shall be penalized up to \$10,000.</p> <p>Upon the third receipt of notice for one or more subsequent violations, and upon every subsequent notice, an employer shall be penalized, upon the receipt of such notice, for each individual violation. Employers employing 4 or fewer employees shall be penalized up to \$5,000 for every violation. Employers employing 5 or more employees shall be penalized up to \$10,000 for every violation.</p> <p>If the employer has not cured the violation within the relevant opportunity to cure period provided in the notice of violation, such employer shall be subject to a penalty of \$100 for each day they continue to violate the Act up to a maximum of \$5,000 for employers employing 4 or fewer employees and a maximum of \$10,000 for employers employing 5 or more employees.</p>
CA- SEC. 2. Section 432.3 of the Labor Code	<p>All employers, including state &amp; local governments</p> <p>Employers of 15 or more</p>	<p>Upon request: Applicant-when job is applied for Employee</p> <p>Any job posting including those provided by a 3rd party</p>	<p>Pay scale- salary or hourly wage range that the employer reasonably expects to pay for the position</p>	<p>?- "Applicant" or "applicant for employment" means an individual who is seeking employment with the employer and is not currently employed with that employer in any capacity or position.</p>	<p>an applicant may voluntarily and without prompting disclose salary history information to a prospective employer.</p> <p>an employer may ask an applicant about the applicant's salary expectation for the position being applied for.</p>	<p>\$100-\$10,000 based on the totality of the circumstances, including, but not limited to, whether the employer has previously violated this section. For a first violation, no penalty shall be assessed upon demonstration by the employer that all job postings for open positions have been updated to include the pay scale</p>

CO- article 5 of title 8. Sec. 8-5- 201	All employers	<p>REASONABLE EFFORTS TO ANNOUNCE, POST, OR OTHERWISE MAKE KNOWN ALL OPPORTUNITIES FOR PROMOTION TO ALL CURRENT EMPLOYEES ON THE SAME CALENDAR DAY AND PRIOR TO MAKING A PROMOTION DECISION.</p> <p>EACH POSTING FOR EACH JOB OPENING</p>	<p>EACH JOB OPENING THE HOURLY OR SALARY COMPENSATION, OR A RANGE OF THE HOURLY OR SALARY COMPENSATION, AND A GENERAL DESCRIPTION OF ALL OF THE BENEFITS AND OTHER COMPENSATION TO BE OFFERED TO THE HIRED APPLICANT.</p>	?-not specified		<p>\$500-\$10,000</p> <p>IF AN EMPLOYEE BRINGING SUIT FOR A VIOLATION DEMONSTRATES A VIOLATION OF, AND THE COURT FINDS A VIOLATION, THE COURT MAY ORDER APPROPRIATE RELIEF, INCLUDING A REBUTTABLE PRESUMPTION THAT RECORDS NOT KEPT BY THE EMPLOYER IN VIOLATION CONTAINED INFORMATION FAVORABLE TO THE EMPLOYEE'S CLAIM AND AN INSTRUCTION TO THE JURY THAT FAILURE TO KEEP RECORDS CAN BE CONSIDERED EVIDENCE THAT THE VIOLATION WAS NOT MADE IN GOOD FAITH.</p>
CT- Section 31-40z	All employers, including state & local governments	<p>upon the earliest of (A) the applicant's request, or (B) prior to or at the time the applicant is made an offer of compensation; or upon (A) the hiring of the employee, (B) a change in the employee's position with the employer, or (C) the employee's first request for a wage range.</p>	<p>"Wage range" means the range of wages an employer anticipates relying on when setting wages for a position, and may include reference to any applicable pay scale, previously determined range of wages for the position, actual range of wages for those employees currently holding comparable positions or the employer's budgeted amount for the position.</p>			
MD: Chapter 67		On request	WAGE RANGE FOR THE POSITION FOR WHICH THE APPLICANT APPLIED		An applicant may share wage history	

NV: Chapter 613, Section 1.3	All employers or an employment agency, including the state and local government	<p>an applicant for employment who has completed an interview for a position</p> <p>an employee has:</p> <ol style="list-style-type: none"> <li>(1) Applied for the promotion or transfer;</li> <li>(2) Completed an interview for the promotion or transfer or been offered the promotion or transfer; and</li> <li>(3) Requested the wage or salary range or rate for the promotion or transfer.</li> </ol>	<p>the wage or salary range or rate for the position</p> <p>wage or salary range or rate for a promotion or transfer</p> <p>“Wage or salary history” means the wages or salary paid to an applicant for employment by the current or former employer of the applicant. The term includes, without limitation, any compensation and benefits received by the applicant from his or her current or former employer.</p>		<p>an employer or employment agency may ask an applicant for employment about his or her wage or salary expectation for the position for which the applicant is applying.</p>	<p>Not more than \$5,000 per violation</p> <p>the costs of the proceeding, including, without limitation, investigative costs and attorney's fees</p>
NY	EMPLOYER, EMPLOYMENT AGENCY, EMPLOYEE, OR AGENT THERE-OF	ADVERTISE A JOB, PROMOTION, OR TRANSFER OPPORTUNITY	COMPENSATION OR A RANGE OF COMPENSATION FOR SUCH JOB, PROMOTION, OR TRANSFER OPPORTUNITY	applies to postings for jobs that will be physically performed in the state and jobs that will be physically performed outside of New York, but will report to a supervisor, office, or other worksite in New York.		
RI: Ch 6, Sec. 28-6-22		<p>Upon the applicant's request</p> <p>an employee: at the time of hire and when the employee moves into a new position. During the course of employment, upon an employee's request</p>	<p>wage range for the position for which the applicant is applying</p> <p>wage range for employee's position</p>			
WA: Title 49, CH 49.58, Sec. 49.58.110	Employers of 15 or more	<p>Upon request of an applicant for employment after the employer has initially offered the applicant the position</p> <p>each posting for each job opening</p> <p>Upon request of an employee offered an internal transfer to a new position or promotion</p>	<p>the minimum wage or salary for the position for which the applicant is applying.</p> <p>wage scale or salary range, and a general description of all of the benefits and other compensation to be offered</p> <p>the wage scale or salary range for the employee's new position</p>			<p>For a first violation, the civil penalty may not exceed five hundred dollars.</p> <p>For a repeat violation, the civil penalty may not exceed one thousand dollars or ten percent of the damages, whichever is greater.</p> <p>An employee who prevails is entitled to costs and reasonable attorneys' fees.</p>