

On January 25, our sister company, HR Done Right, along with Fisher Phillips law firm, had a fabulous compliance update. I realized that although we announced it in our monthly newsletter, many of our clients and associates were unaware of the event.

The information below is one of the items that really struck me as an employee benefit advisor and an employer. I kept this short and sweet using information from the presentation, with my slant of course.

January 1, 2018 AB 168 – prohibits an employer from inquiring about salary history. Proponents argue that salary history inquiries perpetuate wage inequality when employers base a new hire’s compensation on prior rate of pay. If you have not done so already, remove this from your job application.

What you also need to be aware of is “salary history” includes not only rate of pay, but also compensation and benefits. This cannot be secured orally or in writing from a recruiter or during reference checks.

What is the solution moving forward? You can ask questions such as, “What are your salary requirements?” You can state the pay for the position and ask if this is aligned with what they are looking for.

AB-168 does not prohibit an applicant from “voluntary disclosure without prompting.”

Up until January 1, this was a great way for an employer to secure competitive information.

If you are interested in receiving a copy of the HR Done Right compliance slides or have further questions, [please click here](#).