

PRACTICE AREAS

Pay Transparency/ Disclosure Compliance

Roffman Horvitz assists employers in staying compliant with pay transparency and pay disclosure obligations across the various states and localities. These laws typically regulate salary range disclosures in job announcements and impose salary history bans that restrict employers' ability to solicit information from applicants about their current or prior salaries. Some states have more rigorous enforcement mechanisms than others, including a private right of action. How the various states define compensation, whether benefits are part of the disclosure, and how to develop ranges when employees are not paid an hourly rate also may be relevant when employers are drafting their policies and job postings. We advise and assist employers in developing pay ranges for these disclosures.

Many states also have laws limiting employer restrictions related to employees discussing their pay. We counsel clients regarding these requirements.