



NYC Hiring Law Change **Salary History Requests to be Banned**

On April 5, the New York City Council passed an [amendment](#) to the City's Human Rights Law which prohibits employers and employment agencies (or their employees or agents) from inquiring about a prospective employee's salary history. It will also be illegal to rely on the applicant's salary history to determine the applicant's salary (including benefits). However, an employer may consider the applicant's voluntarily disclosed salary history, and may also engage in discussion with the applicant about salary expectations.

Mayor Bill de Blasio is expected to sign the bill into law soon, which will take effect 180 days thereafter and will be enforced by the City's Human Rights Commission.

DISCLAIMER: The information contained herein is provided by Glaser & Weiner, LLP for informational purposes only. These materials should not be considered as, or as a substitute for, legal advice and they are not intended to nor do they create an attorney-client relationship. Because the materials included here are general, they may not apply to your individual legal or factual circumstances. This document contains information that may be modified or rendered incorrect by future legislative or judicial developments. You should not take (or refrain from taking) any action based on the information you obtain from this document without first obtaining professional counsel. It is possible that under the laws, rules or regulations of certain jurisdictions, this may be construed as an advertisement or solicitation. © 2017 Glaser & Weiner, LLP. All Rights Reserved.