



STATE & FEDERAL PAY EQUITY COMPLIANCE

MITIGATE RISK

More than ever before, employers are faced with increasing Pay Equity demands and complexities. On top of existing **Federal Pay Equity laws**, many states have also enacted their own **unique mandates, reporting requirements, and penalties for non-compliance**.

HR Works has the expertise and resources to help employers:

- Meet **OFCCP and affirmative action requirements** to assess the equity of compensation systems
- Comply with **mandated filings** and other requirements
- Minimize the risk of **discrimination lawsuits**

IMPLEMENT BEST PRACTICES

In addition to complying with Government regulations, employers are experiencing **increasing pressure from investors, employees, and the general public**, to ensure fair and equitable compensation practices.

Taking a more proactive approach to implementing **best practices to prevent pay discrimination** can also:

- Support your **diversity, equity, & inclusion (DEI)** efforts
- **Provide assurances** to stakeholders and employees
- Ensure **consistency in pay practices**
- Help to better inform the decisions of **potential job candidates**



STATE & FEDERAL PAY EQUITY LAW COMPARISON

JURISDICTION	PAY EQUITY LAW	BAN ON PRIOR SALARY	PAY TRANSPARENCY	PAY DATA REPORTING
FEDERAL	✓			
California	✓	✓	✓	Employers with 100+ employees and at least 1 employee in CA
Illinois	✓	✓	✓ (Effective January 1, 2025)	Employers with 100+ employees in Illinois
Alabama	✓	✓		
Colorado	✓	✓	✓	
Connecticut	✓	✓	✓	
Delaware	✓	✓		
District of Columbia	✓		✓ (Effective June 30, 2024)	
Hawaii	✓	✓	✓	
Maine	✓	✓		
Maryland	✓	✓	✓	
Massachusetts	✓	✓		
Minnesota	✓	✓	✓ (Effective January 1, 2025)	
Missouri	✓	✓		
Nevada	✓	✓	✓	
New Jersey	✓	✓		
New York	✓	✓	✓	
New York City	✓	✓	✓	
Oregon	✓	✓		
Rhode Island	✓	✓	✓	
South Carolina	✓	✓		
Vermont	✓	✓	✓ (Effective July 1, 2025)	
Washington	✓	✓	✓	
All Other States:	✓			