

The following three salary history laws took effect on January 1, 2019.

California	This amends the existing statewide salary history ban by adding guidance about the questions an employer may ask during an interview. It also clarifies when employers must disclose pay scales for positions.
Connecticut	The law prohibits an employer from inquiring about an applicant's salary history before an offer of employment, unless the applicant voluntarily discloses that information.
Hawaii	This law prohibits employers from inquiring about an applicant's salary history, or relying on that information in determining what compensation to offer the applicant.

With these laws, there are now seven states that ban all employers from making salary history inquiries. The seven states with salary history bans that affect private employers are:

- California
- Connecticut
- Delaware
- Hawaii
- Massachusetts
- Oregon
- Vermont

Additionally, New Jersey, New York and Pennsylvania ban salary history inquiries within state agencies. There are also numerous municipalities with salary history laws already in place that affect private employers. Those municipalities are:

- San Francisco, CA
- Albany County, NY
- New York City, NY
- Suffolk County, NY
- Westchester County, NY
- Philadelphia, PA

Michigan and Wisconsin, by contrast, have banned local governments from prohibiting employers from soliciting salary history information from prospective employees.