(April 2018)

**THE ‘SALARY HISTORY QUESTION’ BAN   
What You Need to Know**   
In an effort to prevent current or previous pay inequality from following employees throughout their career, up to 18 states / municipalities (including New York City) have already or soon will make it illegal for employers to ask for the salary history of job applicants.   
  
While the intended benefit is to women, who tend to earn 20% less than men for comparable work, older workers who may be willing to accept less in order to get back into the workforce will also benefit. Specific rules and regulations continue to vary by location, but in broad strokes:   
  
*In the affected locations, employers cannot ask about previous compensation (although what qualifies as “compensation” varies). Instead you can expect such questions as:*  
**• What are your salary / compensation goals / expectations?   
• What salary ranges are you exploring or feel comfortable with?   
• Is there anything you would like us to keep in mind regarding compensation?**  
Of course, you can voluntarily disclose your salary history, and hiring managers can make salary determinations based on this. Importantly, in some locations (including CA), employers must also, if asked, reveal the established salary range for the position.   
  
**What You Should Do:**• Use salary survey data sites (glassdoor.com, salary.com, salaryexpert.com, payscale.com) and network contacts to determine the market value for the roles you apply for.  
• Validate the salary range that you’ll need to provide for your current personal obligations and long term financial goals;   
• Prepare a quick and well-rehearsed answer to the “salary expectations” question, expressed in the form of a range (“I’m currently exploring positions that fall with a base salary range of $X - $Y. Is that consistent with the established range for this position?”).   
• Ask recruiters or HR staffers for the established salary range;   
• Delay making any decisions or counter offers; first ask for - and evaluate - the whole offer: benefits, perks, pay, retirement, PTO, travel, etc.

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