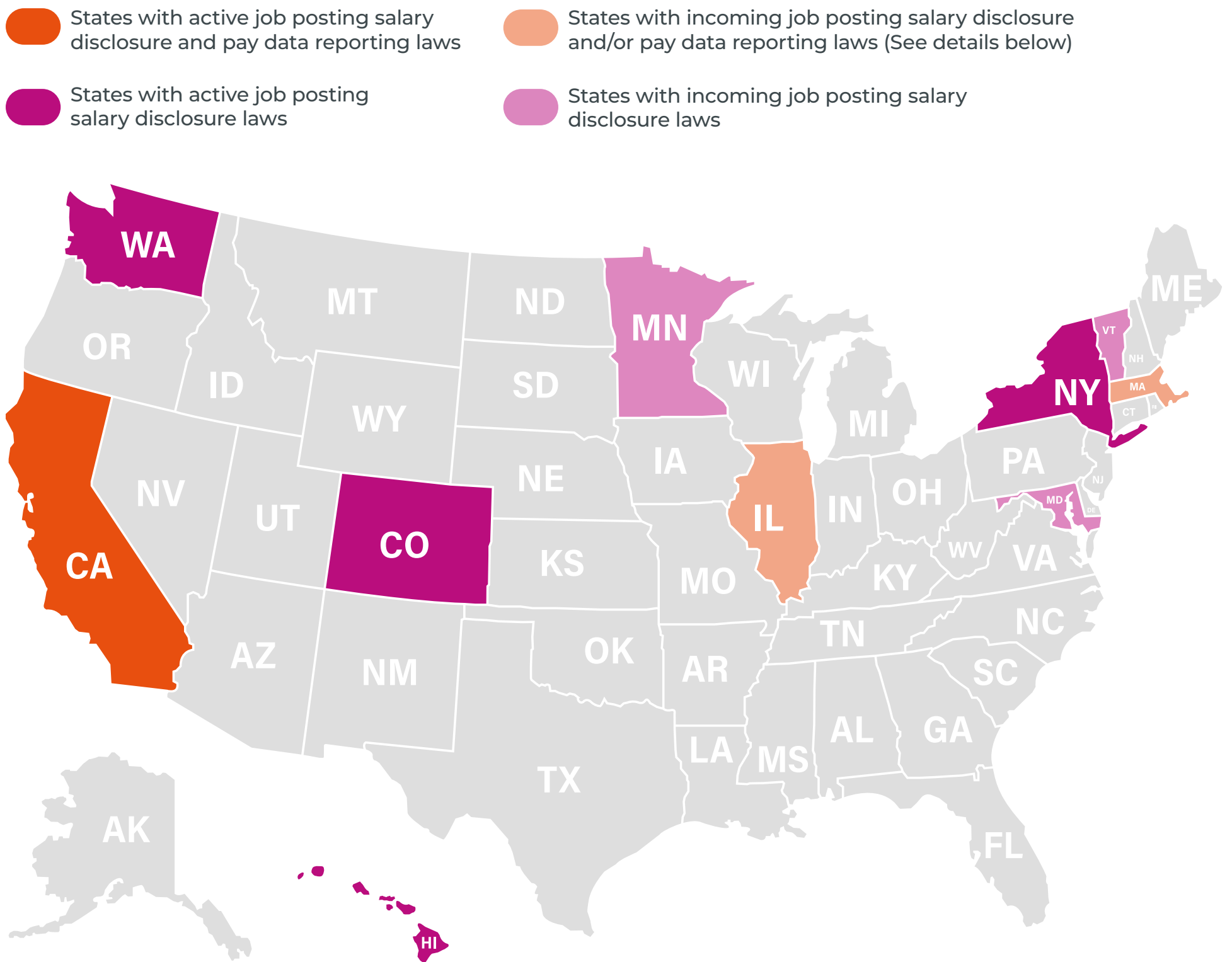


State-Level Pay Transparency Laws

As of September 2024

A growing number of states have pay transparency laws, with two main areas of focus currently emerging: salary disclosure in job listings and annual reporting of pay and demographic data to state labor departments. In this infographic, we've summarized the current and upcoming laws you need to be aware of.

A Map of Pay Transparency Law in the United States



Pay Transparency By State

States With Both Job Posting Salary Disclosure and Pay Data Reporting Laws

When and How Do the Laws Apply?



California

Pay Data Reporting

- Currently in effect
- 100 or more employees

Job Posting Salary Disclosure

- Currently in effect
- 15 or more employees



Illinois

Pay Data Reporting

- Currently in effect
- 100 or more employees

Job Posting Salary Disclosure

- Effective: January 1, 2025
- 15 or more employees



Massachusetts

Pay Data Reporting

- Effective: July 31, 2025
- 100 or more employees

Job Posting Salary Disclosure

- Effective: July 31, 2025
- 15 or more employees

States With Job Posting Salary Disclosure Laws

When and How Do the Laws Apply?



Colorado

Job Posting Salary Disclosure

- Currently in effect
- 1 or more employees



Hawaii

Job Posting Salary Disclosure

- Currently in effect
- 50 or more employees



New York State

Job Posting Salary Disclosure

- Currently in effect
- 4 or more employees



Washington State

Job Posting Salary Disclosure

- Currently in effect
- 15 or more employees



Maryland

Job Posting Salary Disclosure

- Effective: October 1, 2024
- Any number of employees



Minnesota

Job Posting Salary Disclosure

- Effective: January 1, 2025
- 30 or more employees



Vermont

Job Posting Salary Disclosure

- Effective: July 1, 2025
- 5 or more employees

Other Notable Jurisdictions

Job Posting Salary Disclosure

- New York City
- Washington D.C.

Learn more about each of these laws and get updates at affirmity.com/blog/your-guide-state-level-pay-transparency-laws.

Need help preparing your organization for pay transparency compliance? Contact us today at affirmity.com/contact-us.

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