

State Rules Register Alert

May 8, 2018 - Alert #2

You are receiving this Alert because you are a subscriber to the
State Rules Register at CRAHelpDesk.com

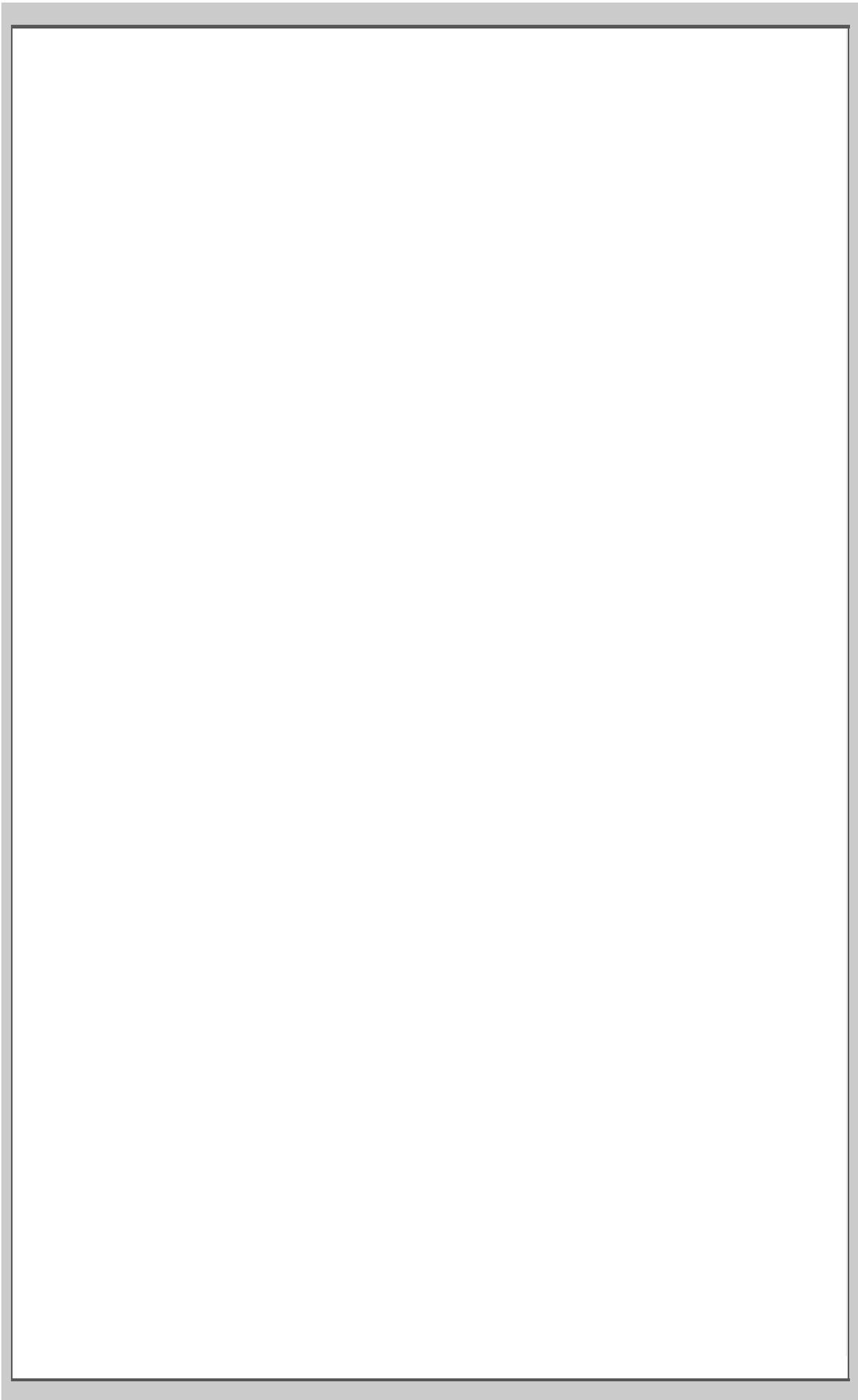
State of Washington: Wage Discrimination

Effective June 7, 2018, the provisions of [HB 1506](#) (Wages and Advancement Opportunities - Gender) take effect.

This Alert is meant to address what this new law is and what it is not. This law prohibits discrimination in pay based upon gender: male or female. This law does not contain any provision that prevents an employer from asking about the existing past pay of an applicant. However, the law prohibits consideration of the individual's previous wage or salary as a legitimate reason to pay someone less than what is considered an "equal wage" with that employer. So in a general sense an employer has little reason to know this information. The law assumes that this information is used to pay someone less. But, what about if a company wants to hire a "world renowned person" to perform this work? The employer must make sure the offer is attractive enough incentive to get this world renowned person to say "yes" and join the company. That scenario is likely still okay, **but not for the vast majority of positions.**

Frankly, wage discrimination due to gender has been illegal for decades, which means getting past salary information has been risky for a long time.

Best Regards
Larry Henry
lhenny@rhodesokla.com



The State Rules Register - www.CRAHelpDesk.com

Larry Henry - lhenry@rhodesokla.com
Mike Sankey - mike@brbpublications.com

BRB Publications Inc, PO Box 27869, Tempe, AZ 85285

[SafeUnsubscribe™ {recipient's email}](#)

[Forward this email](#) | [Update Profile](#) | [About our service provider](#)

Sent by mike@brbpublications.com