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## RLG Reference Form

### 2023 State and Local Job Posting Pay Disclosure Requirements

State	Wage Disclosure Requirement
<b>California</b>	<p>Employers must:</p> <ul style="list-style-type: none"> <li>• Provide the pay scale for a position to an applicant on reasonable request. (The pre-January 1, 2023, definition of “reasonable request” is deleted.)</li> <li>• Provide an employee with the pay scale for their current position on request.</li> <li>• If it has 15 or more employees:               <ul style="list-style-type: none"> <li>• include the pay scale for a position in any job posting; and</li> <li>• require third parties that announce, post, publish, or otherwise make known a job posting to include the pay scale in the job posting.</li> </ul> </li> </ul>
<b>Colorado</b>	<p>Employers must disclose, in each posting for each job opening, including opportunities for promotion:</p> <ul style="list-style-type: none"> <li>• The hourly or salary compensation, or a range of the hourly or salary compensation. A range cannot be open-ended, such as “\$30,000 and up.” Employers cannot use a single range for multiple jobs where actual pay ranges would be different.</li> <li>• A general description of all benefits and other compensation to be offered to the hired candidate, including:               <ul style="list-style-type: none"> <li>• any bonuses, commissions, or other forms of compensation; and</li> <li>• all employment benefits, including health care and retirement benefits, paid time off, and any other benefits that must be reported for federal tax purposes (minor perks such as employee discounts are excluded).</li> </ul> </li> </ul> <p>Job listings for promotional opportunities, as defined in the regulations and CDLE guidance, must also include:</p> <ul style="list-style-type: none"> <li>• The job title or description of the position.</li> <li>• The means by which employees can apply for the position.</li> </ul>
<b>Connecticut</b>	<p>Employers must provide:</p> <ul style="list-style-type: none"> <li>• Applicants with the wage range for a position on the earlier of:               <ul style="list-style-type: none"> <li>• <b>the applicant’s request</b>; or</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• before or at the time the employer makes the applicant an offer of compensation.</li> <li>• Employees with the wage range for their position on: <ul style="list-style-type: none"> <li>• the employee’s hiring;</li> <li>• a change in the employee’s position; or</li> <li>• the employee's first request for the wage range.</li> </ul> </li> </ul>
<b>Maryland</b>	Employers must provide the wage range for a position <b>on an applicant’s request.</b>
<b>Nevada</b>	Employers and employment agencies must provide the wage or salary range or rate for a position to: <ul style="list-style-type: none"> <li>• Applicants who have completed an interview for the position.</li> <li>• Employees who have: <ul style="list-style-type: none"> <li>• applied for a promotion or transfer;</li> <li>• completed an interview for, or been offered, the promotion or transfer; and</li> <li>• requested the wage or salary range or rate for the promotion or transfer.</li> </ul> </li> </ul>
<b>New Jersey (Jersey City)</b>	Employers, employment agencies, and agents of an employer within Jersey City advertising by any means to provide notice of temporary or permanent employment opportunities, transfers, or promotions, must include in the posting or advertisement the minimum and maximum annual salary or hourly wage.
<b>New York</b>	Employers, employment agencies, and employees or agents of either must, when advertising a job, promotion, or transfer opportunity that can or will be performed, at least in part in New York, disclose the following: <ul style="list-style-type: none"> <li>• Compensation or range of compensation for the job, promotion, or transfer opportunity. For positions paid solely on commission, a general statement, in writing, that compensation is based on commission is sufficient.</li> <li>• The job description for the job, promotion, or transfer opportunity, if one exists.</li> </ul>
<b>New York (City of Ithaca)</b>	Employers, employment agencies, and their employees and agents must include a position’s minimum and maximum hourly or salary compensation when advertising an opportunity for employment as an employee, including a: <ul style="list-style-type: none"> <li>• Job.</li> <li>• Promotion.</li> <li>• Transfer opportunity.</li> </ul>
<b>New York (New York City)</b>	Employers, employment agencies, and their agents must include a position’s minimum and maximum annual salary or hourly wage when advertising any of the following: <ul style="list-style-type: none"> <li>• A job.</li> <li>• A promotion opportunity.</li> <li>• A transfer opportunity.</li> </ul>

<p><b>New York (Westchester County)</b></p>	<p>Employers, labor organizations, employment and licensing agencies, and their employees and agents must include a position’s minimum and maximum salary when posting any:</p> <ul style="list-style-type: none"> <li>• Job.</li> <li>• Promotion.</li> <li>• Transfer opportunity.</li> </ul>
<p><b>Ohio (Cincinnati)</b></p>	<p>Employers must provide the pay scale for a position when an applicant has both:</p> <ul style="list-style-type: none"> <li>• <b>Made a reasonable request.</b></li> <li>• Received a conditional offer of employment.</li> </ul>
<p><b>Ohio (Toledo)</b></p>	<p>Employers must provide the pay scale for a position when an applicant has both:</p> <ul style="list-style-type: none"> <li>• <b>Made a reasonable request.</b></li> <li>• Received a conditional offer of employment.</li> </ul>
<p><b>Rhode Island</b></p>	<p>Employers must provide the wage range for a position:</p> <ul style="list-style-type: none"> <li>• <b>To an applicant on request.</b> Employers “should” provide a wage range for the position before discussing compensation.</li> <li>• To employees: <ul style="list-style-type: none"> <li>• at the time of hiring;</li> <li>• when an employee moves into a new position; and</li> <li>• on an employee's request.</li> </ul> </li> </ul>
<p><b>Washington</b></p>	<p>Employers with 15 or more employees (including at least one Washington-based employee) are required to disclose, in each job posting for each job opening:</p> <ul style="list-style-type: none"> <li>• The wage scale or salary range.</li> <li>• A general description of all benefits and other compensation.</li> </ul> <p>However, for employees offered an internal transfer or promotion, the wage scale or salary range disclosure requirement remains “on request.”</p>

*Please note that the information provided is only accurate as of the day posted (January 17, 2023). The information provided does not, and is not intended to, constitute legal advice; instead, all information is prepared and provided for general informational purposes only.  
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