



NY Wage Equality **Wage Differential & Salary History Restrictions Enacted**

On July 10, Governor Cuomo signed into law bills that will [prohibit](#) wage differentials based on protected classes, such as age, race or sexual/gender orientation, and [prohibit](#) employers in most circumstances from requesting or relying on a job applicant's salary history in determining whether or not to hire a person, or what salary to offer him/her.

The equal pay law takes effect on October 8, 2019, while the salary history request ban takes effect on January 6, 2020.

We note that New York City already implemented a salary history request ban in [2017](#), while Suffolk and Westchester counties enacted similar laws more recently.

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