

ALABAMA

NEW LAW: Alabama Enacts Salary History Ban

On June 11, 2019, Alabama Governor Kay Ivey signed [HB 225](#) into law. With this new law, Alabama is the latest state to prohibit employers from inquiring into a job applicant's salary history. The new law goes into effect on September 1, 2019.

Once this law goes into effect, Alabama employers will be prohibited from paying employees of another sex or race for equal work less wage rates, except pursuant to seniority system, a merit system, and system that measures earnings by quantity or quality of production.

The new law also prohibits employers from refusing to hire/promote a job applicant because he refused to provide salary history information. Unlike other states, Alabama's law does not prohibit employers from asking for salary history information. It only prohibits employers from refusing to interview or hire applicants who decline to provide such information.