

THE
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Equal Pay Act: Impacts To Job Seekers, Employers, Employees and Staffing Agencies

Although federal pay equity legislation is nowhere on the horizon, several states and local governments are taking steps to strengthen their equal pay laws. The new laws target employer inquiries into salary history and use of compensation history to determine pay, employee rights to disclose and discuss compensation, and what constitutes equal or comparable work warranting equal pay. These changes affect job seekers, employees, employers and staffing agencies alike and require immediate action with respect to hiring and promotion practices, review of employment policies, and employer self-auditing.

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