

**SB 123 STAFF MEASURE SUMMARY**

**Senate Committee On Workforce**

---

**Prepared By:** Ellen Osoinach, LPRO Analyst

**Meeting Dates:** 3/26

---

**WHAT THE MEASURE DOES:**

Makes it unlawful employment practice for employment agency to seek the salary history of applicant prior to offer of employment. Provides that 90-day notice of complainant's right to file civil action does not apply to complaints filed before January 1, 2024 alleging violation by employer, prospective employer, or employment agency of prohibition against salary inquiry. Declare emergency, effective on passage.

**ISSUES DISCUSSED:**

**EFFECT OF AMENDMENT:**

No amendment.

**BACKGROUND:**

In 2017, the Legislative Assembly passed the Pay Equity Act. Amongst other provisions, the Act prohibited an employer or prospective employer from inquiring about an applicant's salary history prior to an offer of employment. Senate Bill 123 includes employment agencies in the prohibition against salary inquiries.