

**Salary history ban**

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Due Date

### Salary history ban

The local governments, such as Cincinnati in Ohio, have fully adopted the salary history ban. These laws have been put in place to protect the workers from employers who wish to underpay the workers despite the potential of individual workers (Vandenberg, 2019). Most of the affected workers are women in the workforce. The results have ensured a gradual improvement in women and people of color payments to about 7% and 12%, respectively (Pay). The salary bans in the local areas have allowed individuals to access better pay despite incarceration or recession. The workers can earn according to work experience instead of previous salary levels. Cincinnati and Toledo have been in the fore from Ohio to adopt the salary history ban, and it is projected that other local areas will adopt similar strategies in employment (Pay). As described by the Senator, the goal is to level the salary gap for the working individuals in the state. The payment decision there

### **Significance of the Salary history bans**

The bill prohibiting the disclosure of the salary history by workers in the United States of America has allowed for the gender salary gap to reduce significantly. Companies enacting diverse and equity payment strategies have experienced employee retention and increased profits. Women above the age of 30 have experienced an increase in salary, which has allowed for better lifestyles and care given to their families (Pay). Therefore, as adopted by a significant number of states, the salary history ban has allowed workers who have changed their workplaces to experience an approximately 6% increase in salary (Vandenberg, 2019). The bill's benefits have allowed for people of color and minority workers to access better pay compared to states where the ban has not been initiated. The structural barrier that has hindered equal pay among the genders has been reduced significantly, and it is not only reliant on the bill to restrict salary history disclosure but also the Act to allow for pay check fairness as discussed in the

house at the beginning of the year 2021 (Kaschak, 2021). Therefore, salary history bans are among the strategies to attain narrowing of the pay gap.

### **Limitations of the salary history bans**

Disclosing the salary history by employees is optional during job interviews. The aspect has allowed workers to choose whether to comply or neglect the option to share previous salaries. This has caused most employers to underpay the workers (Kaschak, 2021). The bill has caused distraught among the employees and employers. Employees who refuse to disclose previous salaries are considered less desirable by the companies than workers who disclose previous salaries. Consequently, the workers receive low recommendations and payouts from companies due to conflicts of interest (Kaschak, 2021). Therefore, the enactment of the ban on salary history disclosure has subjected certain workers to less pay than individuals who disclose their salaries.

### **Application of HR principles**

The equal treatment of workers is the major concern for the human resource department. The protection of human dignity regarding the right to employment and equal pay supersedes the bans on salary history disclosure (Vandenberg, 2019). It is the responsibility of the human resource managers to ensure employee details are protected and the salaries provided for the job positions are fair regardless of the previous history. Workers should be hired according to merit and salaries disseminated equally among gender, race, or color. HR is tasked with ensuring workers have high morale and productivity (Vandenberg, 2019). Therefore, compensations and rewards should be awarded equally due to the firm's integrity and principles of human management.

## References

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