

# California Pay-Disclosure Practices Draw Scrutiny from Regulators

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Michele Ballard Miller was quoted in *SHRM* discussing the new pay transparency requirements in California. California Senate Bill 1162 requires listing a pay range in job ads, regardless of whether the post is from the employer or through a third-party staffing agency. SB 1162 builds upon previous California laws on pay equity, including the 1949 Equal Pay Act, intended to combat disparities based on gender, and the 2016 Fair Pay Act, which offered even greater protections against discrimination. "The hope is that increased transparency will help level the playing field. This idea of pay transparency is gaining momentum across the country," said Michele. "It's also useful to research what similarly situated companies are paying employees. You need to do your homework to be able to support the ranges you put on the job postings," she said.

To read more of this article, [click here](#).

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