

State Rules Register Alert

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New Law Passed in Vermont: Employers Can No Longer Ask About Salary History

Per the recently passed [HB 294](#), Vermont has enacted a law prohibiting employers to seek and use past salary history. The law is effective on **July 1, 2018**. It will be certified at 21 V.S.A. §495m.

Prohibition

An employer may not:

- Inquire or seek information regarding an applicant's current or past compensation.
- Require that past compensation level meet certain criteria.
- Determine to interview an applicant based on past compensation.

Not Prohibited

- Ask applicants about their salary/benefit expectations.
- Provide applicants with information on employer's salary and benefits.
- If an applicant voluntarily provides past salary information, employer may verify this after offer of employment is made.

Compensation Defined

The law applies to:

- wages
- salary
- bonuses
- benefits
- fringe benefits
- equity-based compensation

Best Regards,

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