

EQUAL PAY LAWS BY STATE (September 2018)

	Includes equal pay or employment discrimination provision	Covers all or most employees	Includes protected classes in addition to sex	Prohibits retaliation/discrimination for taking legal action to secure equal pay	Prohibits retaliation/discrimination for discussing/disclosing wages	Prohibits using salary history in hiring	Makes salary range available	Prohibits job tracking based on sex	Prohibits reducing another employee's pay to comply with law	Includes comparable work/substantially similar standard	Includes mechanism to guide and enforce pay adjustments	Narrows reasons employers can use to justify pay differences	Requires consideration of less discriminatory practices	Prohibits agreement to a lesser wage as a defense	Requires liable employer to pay employee's damages	Requires liable employer to pay additional penalties for multiple violations	Requires liable employer to pay employee's costs and attorney's fees	Permits class action lawsuits or joined claims	Explicitly resets statute of limitations if continuing violation	Includes private right of action	Requires employers to keep records of wages	Requires employers to collect data on pay gap	Creates state advisory committee on pay equity	Sponsors state education and training programs, such as salary negotiation
	Protections									Occupational Segregation		Defenses/Rebuttals			Remedies			Procedures			Preventative Measures			
	49	37	19	42	18	8	1	2	25	22	2	9	4	25	41	6	36	29	8	47	15	2	25	3
AL																								
AK		D																						
AZ																								
AR		D																						
CA																								
CO																								
CT																								
DE		Pu																						
DC		Pu																						
FL		F																						
GA		Pr,D,S																						
HI																								
ID																								
IL																								
IN		D,F																						
IA																								
KS		D,F																						
KY		F																						
LA		Pr																						
ME																								
MD																								
MA		D																						
MI																								

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State	Law enacted	Strong equal pay protections	Moderate equal pay protections	Weak equal pay protections	No equal pay protections	Domestic or agricultural workers (D)	Private employers (Pr)	Public employers (Pu)	Employers with <4 workers (S)	Employers covered by federal FLSA law (F)
MN	Yes	No	No	No	No	No	No	No	No	No
MS	No	No	No	No	Yes	No	No	No	No	No
MO	Yes	No	No	No	No	No	No	No	No	No
MT	Yes	No	No	No	No	No	No	No	No	No
NE	Yes	No	No	No	No	No	No	No	No	No
NV	Yes	No	No	No	No	No	No	No	No	No
NH	Yes	No	No	No	No	Yes	No	No	No	No
NJ	Yes	No	No	No	No	Yes	No	No	No	No
NM	Yes	No	No	No	No	No	No	No	No	No
NY	Yes	No	No	No	No	No	Yes	Yes	No	No
NC	Yes	No	No	No	No	No	Yes, S	No	No	No
ND	Yes	No	No	No	No	No	No	No	No	No
OH	Yes	No	No	No	No	No	No	No	No	No
OK	Yes	No	No	No	No	No	No	No	No	No
OR	Yes	No	No	No	No	No	No	No	No	No
PA	Yes	No	No	No	No	No	No	No	Yes	No
RI	Yes	No	No	No	No	Yes	No	No	No	No
SC	Yes	No	No	No	No	No	No	No	No	No
SD	Yes	No	No	No	No	No	No	No	No	No
TN	Yes	No	No	No	No	No	No	No	Yes	No
TX	Yes	No	No	No	No	No	Yes, S	No	No	No
UT	Yes	No	No	No	No	No	No	No	No	No
VT	Yes	No	No	No	No	No	No	No	No	No
VA	Yes	No	No	No	No	No	No	No	No	No
WA	Yes	Yes	No	No	No	No	No	No	No	No
WV	Yes	No	No	No	No	Yes	No	No	No	No
WI	Yes	No	No	No	No	No	No	No	No	No
WY	Yes	No	No	No	No	No	No	No	No	No

Coverage excludes: domestic or agricultural workers (D), private employers (Pr), public employers (Pu), employers with <4 workers (S), employers covered by federal FLSA law (F)

- Law enacted
- No law enacted
- State with strong equal pay protections
- State with moderate equal pay protections
- State with weak equal pay protections
- State with no equal pay protections