

# SUFFOLK COUNTY LAW WILL PROHIBIT EMPLOYERS FROM ASKING JOB APPLICANTS ABOUT THEIR SALARY HISTORY

*Labor & Employment Alert*  
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Effective June 30, 2019, employers with at least 4 workers in Suffolk County will be prohibited from inquiring about job applicants' wage or salary information during the hiring process. The Restricting Information on Salaries and Earnings Act (the "RISE Act") states that it is an unfair discriminatory practice for an employer or employment agency to: (a) Inquire, whether in any form of application or otherwise, about a job applicant's wage or salary history, including but not limited to, compensation and benefits and (b) Rely on the salary history of an applicant for employment in determining the wage or salary amount for such applicant at any stage in the employment process, including at offer or contract. Employers whose job applications have questions about the applicant's wage or hourly rate information on them must be amended to conform with this law.

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