

Podcast Episode

Akerman Angle Wage and Hour Podcast: Pay Transparency Laws and Trends

June 14, 2023

In episode 7, [Jeff Kimmel](#) and [Damien DeLaney](#), Co-Chairs of Akerman's Wage and Hour Practice, discussed pay transparency laws and trends before a live audience at Akerman's Labor & Employment Summit in Santa Monica, California. Pay transparency has become a catch-all term for a variety of legal requirements that states and local governments have imposed on employers in an effort to reduce or eliminate inequities in compensation among employees doing similar jobs, which extend from requiring employers to report pay data to government agencies to requiring employers to fully post salary ranges when advertising positions or upon inquiry. Jeff and Damien break down the trends in state and local pay transparency laws, as well as bans on salary history inquiries; the effects of those laws on employees and employers; best practices for how employers can comply; and they take on questions from the audience.

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