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Washington, D.C., Wage Transparency Law Set to Take Effect



On June 30, 2024, in Washington, D.C., the [Wage Transparency Omnibus Amendment Act of 2023](#) (Act) will go into effect after surviving a 30-day congressional review period.

With this Act, Washington, D.C., joins a growing group of jurisdictions with pay transparency laws, including California, Colorado, Connecticut, Hawaii, Maryland, Nevada, New York, Rhode Island, and Washington. The Act is meant to assist the district's efforts to address concerns and perceptions regarding income disparities.

The new law requires employers with at least one employee in Washington, D.C., to include pay ranges in job listings and disclose healthcare benefits information to applicants. The Act also prohibits employers from inquiring about an applicant's salary history. For more details about the Act's requirements and next steps for employers, please find Perkins Coie's January 22, 2024, Wage and Hour update: [Washington, D.C., Set To Enact Wage Transparency Law](#).

Authors

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