

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2021

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SENATE BILL DRS45311-LR-82

Short Title: SHRA/Ban on Applicant Salary History. (Public)

Sponsors: Senators Salvador, Batch, and Fitch (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT AMENDING THE STATE HUMAN RESOURCES ACT TO PROHIBIT INQUIRIES
3 ABOUT AN APPLICANT'S SALARY HISTORY DURING THE HIRING PROCESS.

4 The General Assembly of North Carolina enacts:

5 **SECTION 1.** Article 1 of Chapter 126 of the General Statutes is amended by adding
6 a new section to read:

7 "**§ 126-6.4. Inquiring about or reviewing applicant salary history is prohibited.**

8 (a) The hiring process for State government employment shall not include screening job
9 applicants based upon salary history.

10 (b) No person participating in a State employee selection process may (i) ask an applicant
11 for State employment about their salary history or (ii) seek the salary history of an applicant from
12 any current or former employer or from any other person or source.

13 (c) A prospective State employee may be asked to consent to confirmation of their salary
14 history after an offer of employment with compensation has been made.

15 (d) For the purposes of this section, the term "salary history" includes wages, benefits,
16 and any other forms of compensation connected to an applicant's current or previous
17 employment."

18 **SECTION 2.** This act is effective when it becomes law.

