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Washington Expands Wage and Salary Disclosure Requirements

Posted April 21, 2022 - Washington has amended its law regarding wage and salary disclosure to require employers to disclose hourly or salary compensation and a general description of benefits in postings for job openings.

Currently, the law provides that an employer with 15 or more employees must provide the minimum wage and salary information for a position *upon an applicant's request*, but only after the employer has initially offered the applicant the position. When the amendment takes effect on January 1, 2023, an employer with 15 or more employees must disclose the wage scale or salary range, and a general description of all of the benefits and other compensation offered, in each posting for each job opening.

"Posting" means any solicitation intended to recruit job applicants for a specific available position, including recruitment done directly by an employer or indirectly through a third party, and includes any postings done electronically, or with a printed hard copy, that includes qualifications for desired applicants.