

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2023

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SENATE BILL 494

Short Title: Ban Applicant Salary History. (Public)

Sponsors: Senators Salvador, Applewhite, and Grafstein (Primary Sponsors).

Referred to: Rules and Operations of the Senate

April 4, 2023

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.



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