

# Legislation and Compliance Update



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## California Governor Vetoes Legislative Bills

**California Governor Brown vetoed two legislative bills last week that would have limited information available to employers and impacted the hiring process.** With the Governor's veto of Assembly bills 676 and 1017, employers will continue to have access to applicants' employment status and salary history information.

Assembly bill 676 would have made it a discriminatory action to seek an applicant's employment status before determining that the individual meets the minimum employment qualifications for the position. It also would have prohibited employers from publishing any advertisements or announcements stating that an unemployed person is ineligible for the job. **In vetoing the bill, the Governor stated that the proposed law did not provide a proper or effective path to get unemployed people back to work.** He vetoed a similar bill last year.

Assembly bill 1017 would have prohibited employers from seeking salary history information, including compensation and benefits, about applicants for employment. The Governor cited the California Fair Pay Act (Senate Bill 358) that he signed earlier this month in his reason for vetoing AB 1017. The California Fair Pay Act requires that women be paid equally for work that is substantially similar to the work of their male colleagues. **The Governor said Assembly bill 1017 broadly prohibits employers from obtaining relevant information with little evidence that it would assure more equitable wages.** He wants to give the Fair Pay Act a chance to work before making further changes.

### What This Means To You:

- **California Governor Brown vetoed Assembly bills 676 and 1017.**
- **Employers will continue to have access to applicants' employment status and salary history information when making employment decisions.**
- **Disregard any notice stating these bills have passed and that employers are prohibited from seeking the employment status or salary history of applicants in California.**

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