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# california enacts new law mandating pay range disclosures in job listings

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Is your company hiring? If so, it's important to know that California has passed new requirements for job postings and important disclosures to applicants and employees.

Signed by Governor Gavin Newsom on Tuesday and taking effect January 1, 2023, the new law will require every California employer with more than 15 employees to disclose a position's pay range ***in the job listing***.

Previously, pursuant to Labor Code § 432.3(c), employers were required to disclose the pay range for a job after the first round of interviews, and only upon a candidate's request.

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## attorneys

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## practice areas

labor & employment