

BlissPoint Analytics
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PAY TRANSPARENCY FOR HR AND COMPENSATION LEADERS

Pay Transparency Compliance Guide 2026

Where U.S. states and cities require a pay range in job postings, what the EU directive adds, and how to build ranges you can defend.

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blisspointanalytics.com/resources/whitepapers/pay-transparency-compliance-2026

EXECUTIVE SUMMARY

A pay range in the posting is now the default

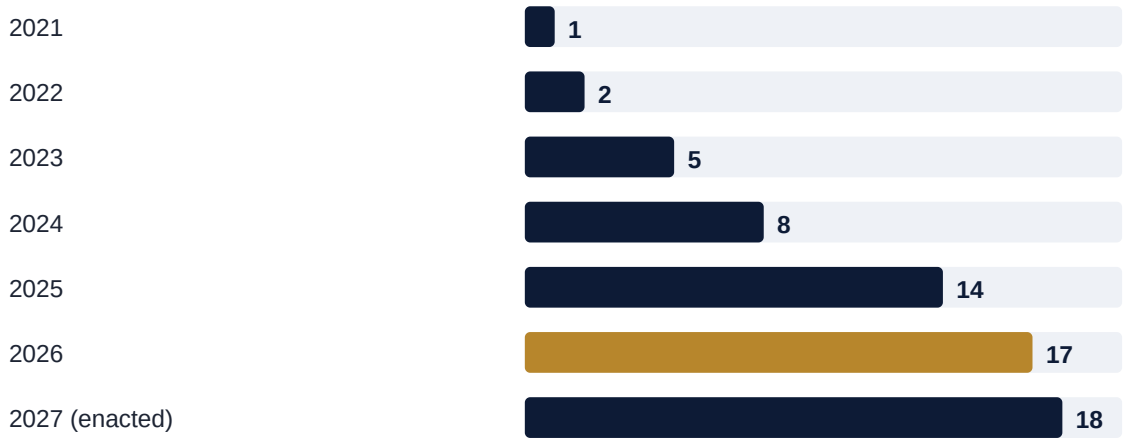
If you hire in more than a handful of U.S. states, the practical rule for 2026 is simple: put a good-faith pay range in every posting. The details differ by jurisdiction, but the direction does not, and the EU directive adds pay reporting duties from 2027.

17
U.S. states, D.C. and cities with a posting rule in effect: 14 in our tracker data plus 3 newer 2026 state laws[1, 8, 6, 7]

June 7, 2026
deadline for EU member states to transpose the Pay Transparency Directive[2]

18
laws in the BlissPoint Analytics pay transparency tracker, each with its official source[1]

U.S. states, D.C. and cities with a pay range posting rule, by year it took effect



Source: BlissPoint Analytics pay transparency tracker data, plus the three 2026 state laws in section 1.[1, 8, 6, 7] Cumulative; 2027 adds Delaware.

What this guide covers

- **The U.S. map**: every state and city posting law in the tracker, with its coverage test, start date and official source, plus three state laws that took effect in 2026.
- **The EU directive**: what Directive (EU) 2023/970 requires of employers, and what depends on each member state.
- **A compliance checklist** and a practical method for building pay ranges you can stand behind.

Not legal advice. This guide is general information, not legal advice. Laws change and coverage turns on facts; confirm with counsel and each law's official source before relying on it.

UNITED STATES

1 Where a posting needs a range

The table lists every U.S. law in the pay transparency tracker, the data the tracker checks your open roles against. "Posting" means the range goes in the job ad; "On request" that applicants can ask; "Employees" that current staff get ranges or promotion notices. A check marks an entry where the official source left something open, such as a date or rules still in progress.

Jurisdiction and official source	Range required	Who is covered	In effect
Colorado Colorado Department of Labor and Employment, INFO #9A	Posting, Employees	Any employer with at least one employee in Colorado.	Jan 1, 2021
California check California Legislative Information, Labor Code 432.3	Posting, On request, Employees	Employers with 15 or more employees, at least one of them in California.	Jan 1, 2023
Washington Washington State Legislature, RCW 49.58.110	Posting, Employees	Employers with 15 or more employees, counted when the job is posted, with at least one in Washington.	Jan 1, 2023
New York State check New York State Department of Labor, Pay Transparency	Posting	Employers with four or more employees.	Sep 17, 2023
New York City NYC Commission on Human Rights, salary transparency factsheet	Posting	Employers with four or more employees (owners count), or one or more domestic workers; one employee in the city is enough.	Nov 1, 2022
Illinois Illinois Department of Labor, Equal Pay Act pay transparency FAQ	Posting, Employees	Employers with 15 or more employees, inside or outside Illinois.	Jan 1, 2025
Maryland Maryland Division of Labor and Industry, wage range transparency FAQ	Posting	Public and private employers, with no minimum size.	Oct 1, 2024
Massachusetts Massachusetts Attorney General, Pay Transparency in Massachusetts	Posting, On request, Employees	Employers with 25 or more employees whose primary place of work was Massachusetts in the prior calendar year.	Oct 29, 2025
Hawaii check Hawaii Civil Rights Commission, Act 203 pay transparency FAQs	Posting	Employers with 50 or more employees.	Jan 1, 2024

Jurisdiction and official source	Range required	Who is covered	In effect
District of Columbia D.C. Code 32-1453.01, Council of the District of Columbia	Posting	Employers with employees in the District; no minimum size is stated.	Jun 30, 2024
Minnesota Minnesota Revisor of Statutes, 181.173	Posting	Employers with 30 or more employees at one or more sites in Minnesota.	Jan 1, 2025
Vermont check Vermont Attorney General, guidance on Act 155	Posting	Employers with five or more employees.	Jul 1, 2025
New Jersey check New Jersey Department of Labor and Workforce Development, pay transparency	Posting, Employees	Employers with 10 or more employees over 20 calendar weeks that do business, employ people or take applications in New Jersey.	Jun 1, 2025
Delaware check Delaware General Assembly, House Bill 105	Posting	Employers with 26 or more employees (25 or fewer are exempt).	Sep 26, 2027
Cleveland, Ohio check City of Cleveland Fair Employment Wage Board, laws and procedures	Posting	Private employers with 15 or more employees within the City of Cleveland.	Oct 27, 2025

Source: BlissPoint Analytics pay transparency tracker data, each entry checked against the official source shown on November 4, 2026. [1] Coverage tests are summarized, not reproduced.

New in 2026: three more states

Three state posting laws took effect during 2026. They were checked through search results quoting the enacted bills, because the states' sites were not reachable when this guide was built; confirm the details on the official sources.

State	Law	In effect	Who is covered	What it requires
Connecticut	Public Act 26-12 (HB 5003)[8]	Oct 1, 2026	All employers	Wage range and a general description of benefits in internal and external postings.
Maine	L.D. 54 (H.P. 18)[6]	Jul 29, 2026	10 or more employees	Prospective pay range in postings, including third-party postings; employees can ask for their position's range.
Virginia	SB 215 / HB 636[7]	Jul 1, 2026	1 or more employees	Wage, salary or range in public and internal postings; bans pay history questions; a cure period before suits.

Recent changes to watch

- **California.** SB 642 redefined "pay scale" from January 1, 2026 as a good-faith estimate of the range the employer reasonably expects to pay on hire.[3]

- **New Jersey.** The Pay and Benefit Transparency Act took effect June 1, 2025; the Department of Labor's rules were still proposed, not adopted, when checked, and an October 2026 notice would drop a proposed cap on range width.[5]
- **New York State.** Labor Law 194-b has applied since September 17, 2023 to employers with four or more employees.[4]
- **Hawaii.** 2026 bills that would remove the 50-employee exemption had not been enacted when checked.[9]
- **Delaware.** Enacted, with a start date in 2027 for employers with 26 or more employees.[1]

REMOTE AND MULTI-STATE

2 The rules follow the job, not the office

Most posting laws reach jobs that could be filled by someone in the state, or that report to a supervisor or office there, wherever the employer is based. Colorado and Washington cover remote jobs that could be filled by a resident; Illinois covers work reporting to an Illinois office or supervisor; New York City covers work performed at least partly in the city.[1] A remote role advertised nationally is therefore covered by the strictest place it could be filled.

Practical defaults

- Put a range in every external and internal posting, everywhere. It is simpler than tracking exceptions.
- Use the narrowest range you can defend in good faith; several laws bar open-ended ranges ("$60,000 and up").
- Describe benefits in general terms where the law asks (Colorado, Washington, Illinois, Maryland, Minnesota, New Jersey, Connecticut).
- Tell current employees about promotion opportunities where required (Colorado, Illinois, New Jersey).

Canada and the EU

The tracker also covers Ontario (from January 1, 2026, for employers of 25 or more, with ranges no wider than $50,000 a year) and British Columbia (from November 1, 2023).[1] The EU directive is on the next page.

EUROPEAN UNION

3 Directive (EU) 2023/970

The EU Pay Transparency Directive entered into force on June 7, 2023, and member states had until June 7, 2026 to transpose it into national law.[2] Its duties reach well beyond job postings.

Area	What the directive requires
Before hiring (Article 5)	Applicants receive the initial pay or its range, in the vacancy notice or before the interview; the details of where it appears depend on national law.[2]
Right to information (Article 7)	Workers can request information on pay, as set out in the directive and national law.[2]
Gender pay gap reporting (Article 9)	Reporting starts with the largest employers: those with 250 or more workers report annually, the first report due by June 7, 2027.[2]
Joint pay assessment (Article 10)	Where reporting shows a gap of at least 5% in a category of workers that the employer cannot justify on objective, gender-neutral criteria, a joint pay assessment with worker representatives follows.[2]

Check each country. Most member states had not finished their national laws when the tracker was last checked, and national laws can go further than the directive. Confirm each country's law and start date before relying on this summary. EUR-Lex was not reachable when this guide was built, so these points were checked through search results; read the directive on EUR-Lex. Not legal advice.

> A range you can explain is a range you can defend: to a regulator, to an applicant, and to the people already in the role.
>
> Anthony L. Hammock, M.Sc.

CHECKLIST

4 A pay transparency compliance checklist

Map your exposure

- [ ] List every location you hire in, including where remote hires live.
- [ ] Note your headcount against each law's threshold, and how each law counts employees.
- [ ] Mark which roles are posted publicly, internally, or through agencies and job boards.
- [ ] Add the EU countries where you employ anyone, and their national laws.

Set the ranges

- [ ] Give every posted role a range from your pay structure, not from the hiring manager's budget alone.
- [ ] Write down how each range was set: the market data, the date and who approved it.
- [ ] Review ranges at least once a year, and when the market moves.

Fix the postings

- [ ] Put the range, and where required a benefits summary, in the posting template.
- [ ] Check third-party and agency postings carry it too.
- [ ] Post promotion and transfer opportunities internally where required.
- [ ] Keep copies of postings and ranges for the record-keeping periods that apply.

Prepare people

- [ ] Brief recruiters and managers on how to discuss the range with candidates.
- [ ] Check current employees' pay against the ranges you publish; people paid below a new posting's range will see it.
- [ ] Stop asking about pay history where it is banned.

Not legal advice. This checklist is a planning aid, not a statement of what any law requires of your organization.

The retention side of transparency. Once ranges are public, people paid below a posted range for their own role will notice. Fix those cases before the posting goes live. The companion paper 12 Early Warning Signs of a Retention Problem treats pay below range as one of its twelve indicators.

PAY RANGES

5 How to build ranges you can defend

A posted range is a promise about what the organization expects to pay. It is only defensible if it comes from a pay structure that treats similar work the same way. Five steps:

1. **Group the work.** Put roles into families and levels with a job architecture, so that a range belongs to a level, not to one person.
2. **Price each level.** Anchor the midpoint on market data for the occupation and location. Free public data, such as the BLS medians in the Occupation Atlas, is a starting point; add survey data for your industry where you have it.
3. **Set the spread.** Choose a width that fits how much the role grows with experience. Some laws limit width directly (Ontario caps it at $50,000 a year).[1]
4. **Place current people.** Check where each person falls. People below the minimum are a pay equity and retention risk at once.
5. **Keep it current.** Record the date and the data behind each range, and confirm it at least once a year.

A worked example

Occupation (BLS OEWS)	National median	Illustrative minimum	Illustrative maximum	Width
Customer Service Representatives	$42,830	$34,300	$51,400	$17,100
Human Resources Specialists	$72,910	$58,300	$87,500	$29,200
Accountants and Auditors	$81,680	$65,300	$98,000	$32,700
Registered Nurses	$93,600	$74,900	$112,300	$37,400
Software Developers	$133,080	$106,500	$159,700	$53,200
Human Resources Managers	$140,030	$112,000	$168,000	$56,000

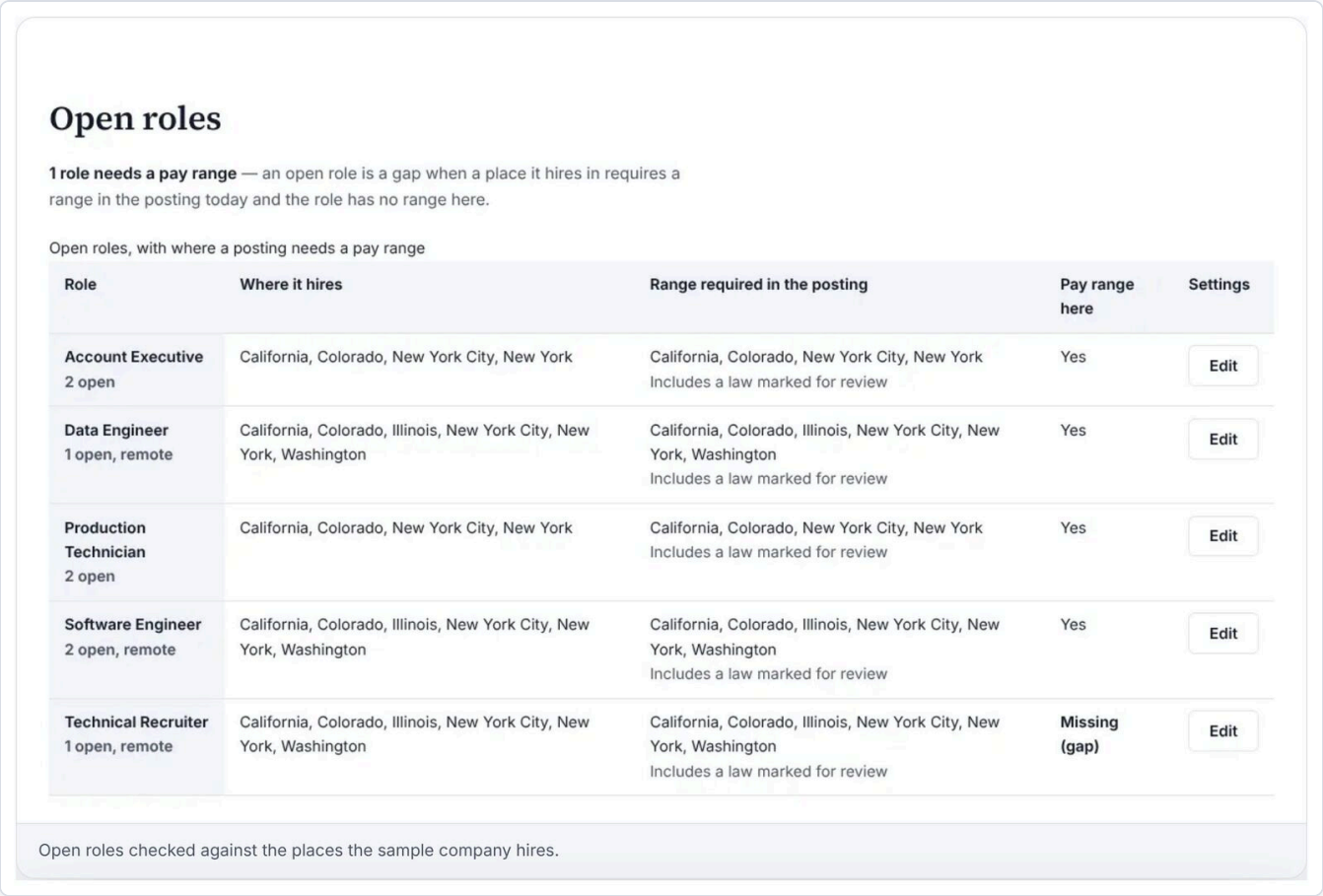
Medians: BLS OEWS May 2024 national median annual wage.[10] Minimum and maximum are an illustration only: midpoint at the national median, 20% either side, rounded to $100. Real ranges should reflect your location, level and market data.

Where the tools help

The pay transparency tracker checks each open role against the places you hire and shows where a posting needs a range today, where a law is coming, and where you are below a threshold. The pay range review lists people paid below their role's range and ranges not confirmed in 12 months, and the headcount budget planner costs planned hires at each role's range midpoint.

Inside the tracker

Each open role is checked against the places it can be filled. For every location the tracker lists the laws that apply, whether each one requires a range today, takes effect later or does not apply below its size threshold, and flags roles with no range where one is required.



Open roles

1 role needs a pay range — an open role is a gap when a place it hires in requires a range in the posting today and the role has no range here.

Open roles, with where a posting needs a pay range

Role	Where it hires	Range required in the posting	Pay range here	Settings
Account Executive 2 open	California, Colorado, New York City, New York	California, Colorado, New York City, New York Includes a law marked for review	Yes	Edit
Data Engineer 1 open, remote	California, Colorado, Illinois, New York City, New York, Washington	California, Colorado, Illinois, New York City, New York, Washington Includes a law marked for review	Yes	Edit
Production Technician 2 open	California, Colorado, New York City, New York	California, Colorado, New York City, New York Includes a law marked for review	Yes	Edit
Software Engineer 2 open, remote	California, Colorado, Illinois, New York City, New York, Washington	California, Colorado, Illinois, New York City, New York, Washington Includes a law marked for review	Yes	Edit
Technical Recruiter 1 open, remote	California, Colorado, Illinois, New York City, New York, Washington	California, Colorado, Illinois, New York City, New York, Washington Includes a law marked for review	**Missing (gap)**	Edit

Open roles checked against the places the sample company hires.

Open roles in the sample company checked against the places it hires: which postings need a range today. Live page: blisspointanalytics.com/org-viewer/pay-transparency-tracker

- **Company locations and remote roles.** A role is checked against the locations you choose for it, or every company location; remote-only locations apply only to remote roles.
- **Headcount thresholds.** Laws whose employer-size test you are below are shown as not applying, so the list stays honest for small companies.
- **Sources and dates.** Every law links to its official source and shows when it was last checked.

Screenshot from the public feature page, showing the fictional sample company. Not legal advice: the tracker lists which laws may apply; confirm coverage with counsel.

WHAT TO DO NEXT

→ Put the evidence to work

Turn the map into a routine: check every open role against where it can be filled, before it is posted.

Pay transparency tracker
Which open roles need a range today, where, and under which law.

Pay range review
People below range and ranges not confirmed in 12 months.

Job architecture
Families and levels, so a range belongs to the work, not a person.

Headcount budget planner
Cost planned hires at each range midpoint, by month.

Occupation Atlas
BLS pay and outlook for every occupation, free.

Workforce analytics consulting
Fixed-fee help with pay structure and transparency readiness.

Related free papers: 12 Early Warning Signs of a Retention Problem and AI Workforce Readiness: A CHRO's Guide.

> **Free to start.** Organization Viewer is free for companies of up to 50 people, with every feature; the live demo runs on a fictional sample company. What is BlissPoint Analytics? explains who it is for and what is included. For hands-on help, see workforce analytics consulting.



About BlissPoint Analytics

BlissPoint Analytics builds workforce analytics tools grounded in industrial and organizational psychology: Organization Viewer for org charts, costs and workforce planning, the free Occupation Atlas, and free calculators for HR leaders. It was founded by Anthony L. Hammock, M.Sc., a 20+ year Industrial and Organizational Psychology consultant, software developer, and Brandeis University graduate studies professor of Talent Insights and Workforce Metrics.

What is BlissPoint Analytics? · Pricing (free up to 50 people) · Occupation Atlas · Consulting

SOURCES

References

1. BlissPoint Analytics. Pay transparency tracker law data (lib/pay-transparency-laws.ts), each entry checked against its official source on November 4, 2026; sources listed in the table. https://www.blisspointanalytics.com/org-viewer/pay-transparency-tracker
2. Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms. EUR-Lex. https://eur-lex.europa.eu/eli/dir/2023/970/oj
3. California SB 642 (2025), Pay Equity Enforcement Act: amends Labor Code 432.3's definition of pay scale, effective January 1, 2026. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202520260SB642
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8. Connecticut Public Act 26-12 (HB 5003, 2026), job posting wage range and benefits disclosure, effective October 1, 2026. https://www.cga.ct.gov/asp/cgabillstatus/cgabillstatus.asp?selBillType=Bill&which_year=2026&bill_num=5003
9. Hawaii State Legislature, 2026 session: SB 2386 and HB 2367 (would repeal the 50-employee exemption; not enacted when checked). https://www.capitol.hawaii.gov/session/measure_indiv.aspx?billtype=SB&billnumber=2386&year=2026
10. U.S. Bureau of Labor Statistics. Occupational Employment and Wage Statistics, May 2024 national estimates (bundled with the BlissPoint Analytics Occupation Atlas). https://www.bls.gov/oes/tables.htm

References 2, 3, 4, 5, 6, 7, 8, 9 were checked through search results quoting the publisher, because those sites were not reachable when this paper was built; the others were read on the publisher's own page. Official sources for each law in the U.S. table are linked in the table itself.

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