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## **Philadelphia Mayor Signs into Law Legislation to Ban Inquiries into Wage History – Update**

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On January 23, 2017, Philadelphia Mayor Kenney signed the Wage History Ordinance into law, making Philadelphia the first major U.S. city to make it illegal for employers to inquire about a potential employee's salary history. Employers have 120 days to comply as the bill will be effective as of May 23, 2017. As discussed [here](#), the Philadelphia City Council passed the bill in December 2016, however, the City's Law Department has spent the interim period analyzing concerns about the applicability and effect of the bill raised by both Philadelphia businesses and the City's chamber of commerce. Despite challenges from the business community about the legality of the bill and potential First Amendment violations, Mayor Kenney, upon signing, conveyed his confidence in the City's ability to defeat any challenges to the law and noted that the Philadelphia City Council passed it by unanimous vote.

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