

# Pay Equity Issues & Insights Blog



## New Jersey Fails to Override Veto on Salary History Inquiry Ban, and Proposes Two New Pay Equity Bills, With Another Pending in the Senate

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As uncertainty looms at the federal level as to the approach the Trump Administration will take with respect to pay equity, the focus on pay equity continues at the state level.

However, at least for now, New Jersey won't join [Philadelphia](#), [Massachusetts](#), and [New York City](#) in prohibiting inquiries into salary history. This week, the New Jersey Senate could not come up with the votes to [override Governor Christie's conditional veto](#) prohibiting such inquiries. In a renewed effort, the Senate attempted to override the Governor's veto. In a preliminary vote, the Senate voted 23-11 for an override, which was four votes short. A two-thirds majority of the Senate is required to override a Governor's veto.

There are additional bills which focus on pay equity that are still pending in New Jersey. Two bills were recently introduced in the New Jersey Assembly by New Jersey Democrats with companion bills in the Senate.

- The [first](#) Assembly bill would prohibit businesses receiving financial assistance from the New Jersey Economic Development Authority ("NJEDA") from engaging in gender discrimination in pay and would require such businesses to submit reports documenting pay equity compliance. Assembly Bill 3832 was [reported](#) out of Assembly Committee for a second reading.
- The [second](#) Assembly bill would establish the Office for Women's Advancement that would be responsible for conducting research on full and equal participation of women in the workplace, including on pay equity. This Office would also collaborate with other state bodies and seek to advance legislation on pay equity issues. Assembly Bill 4372 was [referred](#) to the Assembly Appropriations Committee.
- Finally, [Senate Bill 2535](#) would prohibit the release of gender discrimination or harassment claims in severance agreements. This bill was referred to the Senate Labor Committee.

We will continue to track this legislation and report on further developments as they occur.

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