

# Laws to change Jan. 1 for Calif. employers

By Dan Eaton, San Diego Union-Tribune

In exactly one week, 2018 begins. Those who manage California businesses should take the following steps during this shortened last workweek of the year.

Starting Jan. 1, applications for employment in California may no longer ask applicants to disclose their criminal history or their salary history.

The reason to “ban the box” asking whether an applicant has a criminal record is to avoid perpetuating the stigma of prior convictions and the premature disqualification of applicants who otherwise may have the right credentials for a particular job.

The reason to ban discussion of an applicant’s prior salary, unless the applicant volunteers the information, is to avoid perpetuating past salary levels that may have been influenced by gender.

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