

Jason Habinsky in The National Desk: ‘New Pay Transparency Laws Give ‘Power to the Employee,’ Expert Says’

October 5, 2022 Jason Habinsky

PRACTICES Labor and Employment, Employment Litigation

Haynes Boone Partner [Jason Habinsky](#) was featured in an article in *The National Desk*. Below is an excerpt:

New laws in some states mean more prospective employees will know what a job pays before they even apply. ...

“It really does move the power to the employee,” said Jason Habinsky, chair of the Labor and Employment Practice Group at law firm Haynes Boone. ...

“This really levels the playing field and allows those who may have been in groups that were subject to pay disparity to now essentially have full disclosure from employers as to what a potential job may pay,” Habinsky said.

Habinsky expects a “domino effect” of other states adopting similar laws involving pay transparency. ...

Information is valuable, and both Habinsky and Cullen said companies could benefit from now knowing what the competition pays.

“It allows them to see what it would take to attract great talent in a potentially difficult market,” Habinsky said. ...

Habinsky said if companies approach the law in good faith, that shouldn’t be a problem. ...

Habinsky said there is potential for “hurt feelings within the company” if current employees see that new hires will be making more than them.

Excerpted from *The National Desk*. To read the full article, click [here](#).