

Washington's pay-range job-posting mandate (EPOA, 2023) — transparency by statute, enforced through hundreds of applicant class actions

Gender Equality · Good practice · United States of America

Quality score: 26/100

Evidence strength: Cautionary / limited

Summary

Since 1 Jan 2023 Washington employers with 15+ staff must post pay ranges and benefits. Enforcement via applicant class actions triggered a 2025 amendment with a cure period. No gender-gap outcome evidence yet; a cautionary case.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-01

[State of Washington \(Department of Labor & Industries\)](#) — accessed 2026-10-01

[Buchalter: pay transparency class actions in Washington](#) — accessed 2026-10-01

[Epstein Becker Green: 2025 EPOA amendments](#) — accessed 2026-10-01

[Ogletree: barrage of suits over pay range disclosure](#) — accessed 2026-10-01

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