

Reminder: New York State Pay Transparency Obligations Take Effect Sept. 17

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Employers are reminded that the New York State Pay Transparency Law goes into effect Sept. 17, 2023. Covered employers in New York State will have new pay transparency obligations related to job advertisements.

Covered employers must include in any advertisement for a job, promotion, or transfer opportunity the minimum and maximum annual salary or hourly range. For more on employers' obligations in New York State, see our articles, [New York State Governor Signs Statewide Pay Transparency Law - Jackson Lewis](#) and [New York State Amends Pay Transparency Law - Jackson Lewis](#).

Employers in New York City have already been dealing with a job advertisement salary disclosure requirement, as that [pay transparency law](#) went into effect November 1, 2022. New York City requires employers to post the minimum and maximum annual salary or hourly wage for the advertised position (jobs advertisements for temporary employment are excluded). The state law goes beyond the New York City law and requires employers to also disclose an applicable job description, if one exists.

New York State employers should modify their job advertisements as needed. The New York State and New York City pay transparency laws are part of a larger trend in the United States with numerous jurisdictions, including [California](#), [Illinois](#), and [Washington](#), enacting similar legislation.

Please contact a Jackson Lewis attorney with any questions or concerns on compliance with pay transparency obligations.

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