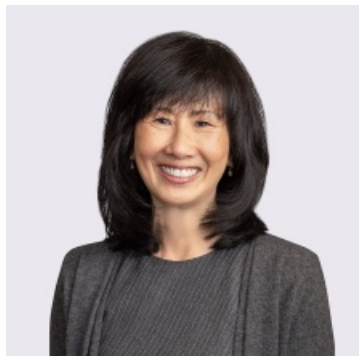


New York Governor Signs Bills Aimed at Combating Salary Inequality

By K. Joy Chin, Richard I. Greenberg &

July 10, 2019

Meet the Authors



K. Joy Chin

(She/Her)

Principal

(631) 247-4613

Joy.Chin@jacksonlewis.com



Richard I. Greenberg

(Rich)

Principal

(212) 545-4080

Richard.Greenberg@jacksonlewis.com

Related Services

Background Checks

Employment Litigation

Pay Equity

Technology

Workplace Training

New York's equal pay law prohibiting wage differentials based on protected class status was signed by Governor Andrew Cuomo on July 10, 2019. The new equal pay law will be effective on October 8, 2019.

The Governor also signed into law a bar on employers inquiring about job applicants' past salary history. The salary history law becomes effective on January 6, 2020.

Equal Pay

The new law prohibits wage differentials based on protected class status. It will expand current law that protects against gender-based pay inequity by requiring equal pay for "substantially similar work" and prohibiting pay differentials based on a person's membership in a host of protected class or classes, including age, race, sexual orientation, disability, and domestic violence victim status.

Salary History

The new law bars inquiries about an employee's salary history. It will prevent employers from orally or in writing requesting or relying on the wage or salary history of an applicant in determining whether to offer employment or the amount of salary to be offered. An employer cannot refuse to consider or retaliate against an applicant who refuses to divulge his or her salary history. The applicant may voluntarily provide this information if he or she is not coerced or promoted into doing so.

For details of the new laws, see our article, [New York Adopts Laws Aimed at Combating Salary Inequality and Race Discrimination](#).

Jackson Lewis attorneys are available to assist employers in achieving compliance with these and other workplace requirements.

©2019 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on employment and labor law since 1958, Jackson Lewis P.C.'s 1,000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged and stable, and share our clients' goals to emphasize belonging and respect for the contributions of every employee. For more information, visit <https://www.jacksonlewis.com>.