

3685--A

2013-2014 Regular Sessions

I N S E N A T E

February 11, 2013

Introduced by Sen. SAVINO -- read twice and ordered printed, and when printed to be committed to the Committee on Civil Service and Pensions -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the civil service law, in relation to making it a discriminatory practice for public employers to compensate employees of different sexes differently for work that is of comparable worth

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 Section 1. The civil service law is amended by adding a new section  
2 153 to read as follows:

3 S 153. WAGE DISCRIMINATION BY SEX PROHIBITED. 1. IT SHALL BE AN  
4 UNLAWFUL DISCRIMINATORY PRACTICE FOR ANY PUBLIC EMPLOYER IN THIS STATE  
5 TO DISCRIMINATE BETWEEN EMPLOYEES IN ITS EMPLOY ON THE BASIS OF SEX, BY  
6 COMPENSATING ANY EMPLOYEE IN ANY OCCUPATION AT A SALARY OR RATE LESS  
7 THAN THE SALARY OR RATE AT WHICH OTHER EMPLOYEES OF THE OPPOSITE SEX ARE  
8 COMPENSATED FOR POSITIONS OR TITLES WHICH HAVE COMPARABLE WORTH AS MEAS-  
9 URED BY THE SKILL, EFFORT AND RESPONSIBILITY NORMALLY REQUIRED IN THE  
10 PERFORMANCE OF WORK AND THE CONDITIONS UNDER WHICH THE WORK IS NORMALLY  
11 PERFORMED.

12 2. NOTHING IN SUBDIVISION ONE OF THIS SECTION SHALL PROHIBIT DIFFERING  
13 COMPENSATION TO EMPLOYEES WHERE SUCH COMPENSATION IS CALCULATED PURSUANT  
14 TO A BONA FIDE SENIORITY SYSTEM.

15 3. A PUBLIC EMPLOYER WHO IS IN VIOLATION OF THIS SECTION SHALL NOT, IN  
16 ORDER TO COMPLY WITH THIS SECTION, REDUCE THE COMPENSATION OF ANY  
17 EMPLOYEE OR REDUCE THE RATE OF COMPENSATION FOR ANY POSITION.

18 4. AN AGREEMENT BY ANY EMPLOYEE TO WORK FOR LESS THAN THE COMPENSATION  
19 TO WHICH THE EMPLOYEE IS ENTITLED UNDER THIS SECTION SHALL NOT BE A BAR  
20 TO ANY ACTION TO WHICH THE EMPLOYEE WOULD OTHERWISE BE ENTITLED TO  
21 ENFORCE THE PROVISIONS OF THIS SECTION.

EXPLANATION--Matter in ITALICS (underscored) is new; matter in brackets  
[ ] is old law to be omitted.

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1 5. NOTHING SET FORTH IN THIS SECTION SHALL BE CONSTRUED TO IMPEDE,  
2 INFRINGE OR DIMINISH THE RIGHTS AND BENEFITS WHICH ACCRUE TO EMPLOYEES  
3 THROUGH BONA FIDE COLLECTIVE BARGAINING AGREEMENTS, OR OTHERWISE DIMIN-  
4 ISH THE INTEGRITY OF THE EXISTING COLLECTIVE BARGAINING RELATIONSHIP.

5 6. NO PUBLIC EMPLOYER SHALL BE FOUND TO BE IN VIOLATION OF THIS  
6 SECTION FOR COMPENSATING EMPLOYEES OF DIFFERENT SEXES DIFFERENTLY FOR  
7 WORK THAT IS OF COMPARABLE WORTH DURING THE THREE YEAR PERIOD BEGINNING  
8 ON THE EFFECTIVE DATE OF THIS SECTION, PROVIDED SUCH EMPLOYER HAS INSTI-  
9 TUTED A PLAN THAT WILL LEAD TO COMPLIANCE WITH THIS SECTION AFTER SUCH  
10 THREE YEAR PERIOD EXPIRES.

11 S 2. The commissioner of the department of labor shall study and issue  
12 a comprehensive report on methods to ensure that employees in the  
13 private sector working in positions of comparable worth are paid equally  
14 regardless of sex. Such report shall be made to the governor, the speak-  
15 er of the assembly, and the temporary president of the senate no later  
16 than March 1, 2014.

17 S 3. This act shall take effect on the ninetieth day after it shall  
18 have become a law.