STATE OF NEW YORK

3160

2025-2026 Regular Sessions

IN ASSEMBLY

January 23, 2025

Introduced by M. of A. ROSENTHAL -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to issuing certificates of compliance to any employer who achieves a gender pay gap of 10 percent or less

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Section 194 of the labor law is amended by adding a new subdivision 5 to read as follows:

5. Any employer in either the private or public sector that achieves wage differentials of ten percent or less between women and men in the same jobs and in jobs that are dissimilar but that require equivalent composites of skill, effort, responsibility and working conditions, shall receive a certificate of compliance from the department which shall be displayed publicly on the department's website and may also be posted publicly by the employer.

§ 2. This act shall take effect on the ninetieth day after it shall have become a law.

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

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