

9755

I N A S S E M B L Y

April 5, 2016

Introduced by M. of A. JAFFEE -- read once and referred to the Committee
on Governmental Employees

AN ACT to amend the labor law, in relation to workforce guidance and
information for women; and to amend the civil service law, in relation
to the recruitment of women to state civil service initiative

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

- 1 Section 1. Section 10-c of the labor law, as added by chapter 284 of
2 the laws of 2012, is amended to read as follows:
3 S 10-c. Workforce guidance and information for women [policy] INITI-
4 ATIVE. 1. The department shall provide guidance to local workforce
5 investment boards and staff, to enable them to better educate and inform
6 both women and men about higher paying jobs and careers including jobs
7 traditionally dominated by men. Such guidance shall promote program
8 services for job seekers that provide:
9 (a) current information about compensation for jobs and careers that
10 offer high earning potential including jobs that are traditionally domi-
11 nated by men;
12 (b) counseling, skills development and training that encourage both
13 women and men to seek employment in such jobs;
14 (c) referrals to employers offering such jobs; and
15 (d) current local labor market information regarding the gender wage
16 gap and specific self-sufficiency rates for families living and working
17 in that local labor market.
18 2. THE COMMISSIONER SHALL PREPARE AND SUBMIT TO THE GOVERNOR, THE
19 TEMPORARY PRESIDENT OF THE SENATE, AND THE SPEAKER OF THE ASSEMBLY AN
20 ANNUAL EVALUATION REPORT OF THE INITIATIVE NO LATER THAN JANUARY FIRST,
21 TWO THOUSAND EIGHTEEN, AND EVERY YEAR THEREAFTER. THE REPORT SHALL
22 INCLUDE:
23 (A) HOW MANY WOMEN WERE REFERRED TO COUNSELING OR SKILLS DEVELOPMENT
24 AND TRAINING FOR JOBS AND CAREERS THAT OFFER HIGH EARNING POTENTIAL,
25 INCLUDING JOBS TRADITIONALLY DOMINATED BY MEN;
26 (B) HOW MANY WOMEN WERE REFERRED TO SUCH JOBS;

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

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1 (C) THE RATIO OF WOMEN TO MEN IN SUCH JOBS AND ANY CHANGE IN THAT
2 RATIO FROM THE PREVIOUS YEAR; AND

3 (D) ANY OTHER INFORMATION THE COMMISSIONER DEEMS RELEVANT.

4 S 2. The civil service law is amended by adding a new section 12 to
5 read as follows:

6 S 12. RECRUITMENT OF WOMEN TO STATE CIVIL SERVICE INITIATIVE 1. THE
7 DEPARTMENT, THROUGH EXISTING PROGRAMS, SHALL PROVIDE INFORMATION TO BOTH
8 WOMEN AND MEN ABOUT HIGH PAYING JOBS AND CAREERS, INCLUDING JOBS TRADI-
9 TIONALLY DOMINATED BY MEN. SUCH INFORMATION SHALL BE DISTRIBUTED AS PART
10 OF ANY RECRUITMENT EFFORTS AS WELL AS BE AVAILABLE ON THE DEPARTMENT'S
11 WEBSITE.

12 2. THE PRESIDENT SHALL PREPARE AND SUBMIT TO THE GOVERNOR, THE TEMPO-
13 RARY PRESIDENT OF THE SENATE, AND THE SPEAKER OF THE ASSEMBLY AN ANNUAL
14 EVALUATION REPORT OF THE INITIATIVE NO LATER THAN JANUARY FIRST, TWO
15 THOUSAND EIGHTEEN, AND EVERY YEAR THEREAFTER. THE REPORT SHALL INCLUDE:

16 (A) HOW MANY WOMEN WERE REFERRED TO EXAMINATIONS FOR JOBS AND CAREERS
17 THAT OFFER HIGH EARNING POTENTIAL, INCLUDING JOBS TRADITIONALLY DOMI-
18 NATED BY MEN;

19 (B) THE RATIO OF WOMEN TO MEN IN TRADITIONALLY HIGH PAYING JOBS IN
20 STATE CIVIL SERVICE AND ANY CHANGE IN THAT RATIO FROM THE PREVIOUS YEAR;

21 (C) THE PRESIDENT'S RECOMMENDATIONS AND PLANS FOR INCREASING THE
22 NUMBER OF WOMEN IN TRADITIONALLY HIGH PAYING JOBS; AND

23 (D) ANY OTHER INFORMATION THE PRESIDENT DEEMS RELEVANT.

24 S 3. This act shall take effect immediately.