

8385

2015-2016 Regular Sessions

I N A S S E M B L Y

September 11, 2015

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 ASSEM-
BLY, DO ENACT AS FOLLOWS:

1 Section 1. Section 194 of the labor law is amended by adding a new
2 subdivision 2 to read as follows:
3 2. ANY EMPLOYER IN EITHER THE PRIVATE OR PUBLIC SECTOR THAT ACHIEVES
4 WAGE DIFFERENTIALS OF TEN PERCENT OR LESS BETWEEN WOMEN AND MEN IN THE
5 SAME JOBS AND IN JOBS THAT ARE DISSIMILAR BUT THAT REQUIRE EQUIVALENT
6 COMPOSITES OF SKILL, EFFORT, RESPONSIBILITY AND WORKING CONDITIONS,
7 SHALL RECEIVE A CERTIFICATE OF COMPLIANCE FROM THE DEPARTMENT WHICH
8 SHALL BE DISPLAYED PUBLICLY ON THE DEPARTMENT'S WEBSITE AND MAY ALSO BE
9 POSTED PUBLICLY BY THE EMPLOYER.
10 S 2. This act shall take effect on the ninetieth day after it shall
11 have become a law.

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

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