

# STATE OF NEW YORK

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887

2023-2024 Regular Sessions

## IN ASSEMBLY

January 11, 2023

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Introduced by M. of A. L. 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 5 to read as follows:

3 5. 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 § 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.

LBD01217-01-3