

# STATE OF NEW YORK

6284

2023-2024 Regular Sessions

## IN SENATE

April 11, 2023

Introduced by Sen. SEPULVEDA -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to prohibiting employers from asking job applicants about salary expectations and allowing job applicants to request the included benefits for the position they are applying for

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

1 Section 1. The labor law is amended by adding two new sections 194-c  
2 and 194-d to read as follows:

3 § 194-c. Salary expectation inquiries prohibited. 1. No employer  
4 shall:

5 a. rely on the salary expectations of an applicant in determining  
6 whether to offer employment to such individual or in determining the  
7 wages or salary for such individual.

8 b. orally or in writing seek, request, or require an applicant or  
9 current employee to disclose salary expectations as a condition to be  
10 interviewed, or as a condition of continuing to be considered for an  
11 offer of employment, or as a condition of employment or promotion.

12 c. refuse to interview, hire, promote, otherwise employ, or otherwise  
13 retaliate against an applicant or current employee based upon stated  
14 salary expectations.

15 d. refuse to interview, hire, promote, otherwise employ, or otherwise  
16 retaliate against an applicant or current employee because such appli-  
17 cant or current employee did not provide salary expectations in accord-  
18 ance with this section.

19 e. refuse to interview, hire, promote, otherwise employ, or otherwise  
20 retaliate against an applicant or current or former employee because the  
21 applicant or current or former employee filed a complaint with the  
22 department alleging a violation of this section.

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

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1     2. Nothing in this section shall prevent an applicant or current  
2 employee from voluntarily, and without prompting, disclosing or verify-  
3 ing salary expectations, including but not limited to for the purposes  
4 of negotiating wages or salary.

5     3. An employer may confirm salary expectations only if at the time an  
6 offer of employment with compensation is made, the applicant or current  
7 employee responds to the offer by providing salary expectations to  
8 support a wage or salary higher than offered by the employer.

9     4. For the purposes of this section, "employer" shall include but not  
10 be limited to any person, corporation, limited liability company, asso-  
11 ciation, labor organization, or entity employing any individual in any  
12 occupation, industry, trade, business or service, or any agent thereof.  
13 For the purposes of this section, the term "employer" shall also include  
14 the state, any political subdivision thereof, any public authority or  
15 any other governmental entity or instrumentality thereof, and any  
16 person, corporation, limited liability company, association or entity  
17 acting as an employment agent, recruiter, or otherwise connecting appli-  
18 cants with employers.

19     5. An applicant or current or former employee aggrieved by a violation  
20 of this section may bring a civil action for compensation for any  
21 damages sustained as a result of such violation on behalf of such appli-  
22 cant, employee, or other persons similarly situated in any court of  
23 competent jurisdiction. The court may award injunctive relief as well as  
24 reasonable attorneys' fees to a plaintiff who prevails in a civil action  
25 brought under this section.

26     6. Nothing in this section shall be deemed to diminish the rights,  
27 privileges, or remedies of any applicant or current or former employee  
28 under any other law or regulation or under any collective bargaining  
29 agreement or employment contract.

30     7. This section shall not supersede any federal, state or local law  
31 enacted prior to the effective date of this section that requires the  
32 disclosure or verification of salary history information to determine an  
33 employee's compensation.

34     8. The department shall conduct a public awareness outreach campaign,  
35 which shall include making information available on its website, and  
36 otherwise informing employers of the provisions of this section.

37     § 194-d. Applicant request for benefit information. An applicant shall  
38 be permitted to request and shall be provided with information regarding  
39 employment benefits to be included with a job that an applicant is  
40 applying for with a prospective or current employer.

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