

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 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.

LBD05611-01-5