



Taking the Next Steps for Pay Equity: Expanding Transparency in Job Postings

NYS A5906 (Bores) and S5990 (Ramos)

In 2023, New York's groundbreaking statewide salary range transparency law went into effect. This law required employers with 4 or more employees to include a **salary range in every job posting**.

Salary transparency is absolutely key to closing the **persisting gender and racial pay gap in New York** – when workers have access to information about pay and pay gaps, they are in a better position to negotiate for fair pay as both applicants and employees, and to seek out employers that pay better.

While the Salary Range Disclosure law has proven to be a great success, it doesn't go far enough. **The NYS Assembly and Senate have introduced matching bills** sponsored by Assembly Member Alex Bores and State Senator Jessica Ramos, **to strengthen and expand the groundbreaking salary range transparency law**.

These amendments would:

Require employers to disclose pay information to current employees

Women and other workers who believe they are being paid unfairly are regularly denied information they need to compare their compensation. We can help employees identify unfair pay by requiring employers to disclose to current employees, the current range of compensation for a current employee's job title and other substantially similar positions.

Advance transparency for all forms of compensation including benefits and bonuses

The gender pay gap is driven not just by gaps in base wages, but also by large gaps in bonuses and benefits offered to different employees. When workers have access to this information, they can make more informed decisions when taking on a new role, and negotiate for better compensation of all forms.

Close loopholes that allow employers to undermine transparency

When employers list overly broad salary ranges, decide to pay an applicant outside the original range, or avoid salary ranges all together through recruiting, they are undermining the goal of transparency. A5906/S5990 close these loopholes and clarify how employers can uphold pay transparency in their job postings.

Require employers include job descriptions in job postings

Including accurate job descriptions in job postings provides essential context to explain a salary range and gives workers key information about what the job entails in order to assess the salary range.