



THE CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK, N. Y. 10007

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November 7, 2025

Hon. Michael McSweeney
City Clerk and Clerk of the Council
141 Worth Street
New York, NY 10013

Re: Disapproval of Introductory No. 982-A

Dear Mr. McSweeney:

Pursuant to Section 37 of the New York City Charter, I hereby disapprove Introductory No. 982-A, which would amend the Administrative Code of the City of New York "in relation to pay data reporting by private employers." I am also separately disapproving Introductory No. 984-A, which would amend the Administrative Code of the City of New York "in relation to a study on pay equity for private employees."

Int. No. 982-A raises serious operational concerns for the City agency ultimately charged with carrying out the required data collection and enforcement, and it will add a new opaque regulation for businesses operating in the City of New York. This legislation establishes new requirements for an unquantified and difficult-to-ascertain universe of City businesses who will be required to annually submit employee pay data. This pay data may be submitted anonymously, which disincentivizes respondents from providing accurate information while also stymieing any effort by the City to address potentially illegal pay practices.

Further, despite the fact that the universe of covered businesses is unknown, those who do not file annual pay data reports will be subject to civil penalties of up to \$5,000 via a burdensome multi-step enforcement scheme. In practice, because the City cannot determine which businesses must comply with this law, only those businesses who submitted once in good faith and fail to do so again will be penalized while scofflaws who ignore this law will remain unknown and unpenalized.

Int. 982-A will not result in the collection of reliable data nor will it allow the City to identify and hold accountable businesses that have inequitable pay practices. The costs to the City and to businesses operating here, which will ultimately be passed on to New Yorkers, outweigh any potential benefit this law may create.

I appreciate the goals of this legislation and encourage the City Council to investigate pay disparity further; however, Int. 982-A is not the solution to this problem.

Accordingly, I hereby disapprove Introductory No. 982-A.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric Adams", with a stylized flourish extending to the right.

Eric Adams
Mayor

Cc: Hon. Adrienne Adams, Speaker