

COMMITTEE ON CIVIL AND HUMAN RIGHTS

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CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL AND HUMAN RIGHTS

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December 4, 2025

Start: 10:44 a.m.

Recess: 10:54 a.m.

HELD AT: 250 BROADWAY - 8TH FLOOR - HEARING
ROOM 2

B E F O R E: Nantasha M. Williams, Chairperson

COUNCIL MEMBERS:

Christopher Marte

Kevin C. Riley

Rafael Salamanca, Jr.

OTHER COUNCIL MEMBERS ATTENDING:

Tiffany Cabán

Amanda Farías

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2 SERGEANT-AT-ARMS: Good morning. This is a
3 microphone check for the Committee on Civil and Human
4 Rights. Today's date is December 4, 2025, located in
5 Hearing Room 2, recording done by Pedro Lugo.

6 SERGEANT-AT-ARMS: Good morning, and
7 welcome to today's New York City Council vote on the
8 Committee of Civil and Human Rights.

9 At this time, please silence all
10 electronic devices.

11 Chair, you may begin.

12 ACTING CHAIRPERSON MARTE: [GAVEL] Good
13 morning, everyone. I would like to thank everyone for
14 joining this morning. I'm Council Member Christopher
15 Marte, and I'll be presiding today as Interim Chair
16 on behalf of my Colleague, Dr. Natasha Williams, who
17 serves as Chair of the Committee on Civil and Human
18 Rights, and who unfortunately could not be here
19 today.

20 Today, the Committee will consider
21 whether to recommend the overrides of the Mayor's
22 vetoes of Introduction No. 982-A in relations to pay
23 data reporting by private employers and Introduction
24 No. 984-A in relations to a study on pay equity for
25

private employees. We will also vote on whether to recommend that the Mayor's vetoes messages be filed.

I'd like to recognize my following Committee Members, Majority Leader Farías, Council Member Rita Joseph, Council Member Kevin Riley, virtually we have Council Member Tiffany Cabán.

Before we vote, Chair Williams has requested that I read the following statement on her behalf. The bills we are discussing today were carefully considered and approved by the Committee because, despite considered progress made over the last century, inequitable pay gaps persist in New York City and nationwide. Sadly, New York City is far from a leader in closing these gaps. Efforts to close race and gender-based pay gaps have been stalled for the last 25 years, with no meaningful progress made since the early 2000s, before many of us here today were even old enough to work. These pay gaps persist even as educational gaps between demographic groups have shrunk, and they have stubbornly remained through huge macroeconomic and microeconomic shifts from the dot-com bubble and the 2008 financial crisis and through the COVID-19 pandemic and its aftermath. New York City government already analyzes internal

pay data to help us assess and address pay gaps among City employees, but the public lacks access to sensitive data from private sector employers. Other jurisdictions with similar laws has already seen measurable progress towards pay parity in the years since they were enacted. These two pieces of legislation will give New York City similar tools to help understand and combat the gender and racial pay disparities in our city.

Council Member Cabán's Introduction, 982-A, would require City employers with more than 200 employees to submit an annual data report, including demographic and salary information, and it would task a City agency designated by the Mayor to conduct a pay equity study based on this information.

Majority Leader Farías' Introduction, 984-A, would require that this pay equity study be conducted annually and that the agency present its findings and recommendations for improving pay equity to the Mayor and the Speaker of the City Council.

Over the course of months, these two bills were negotiated and amended in close collaboration with the Mayor's Administration and agency leaders, as well as stakeholders from the

private sector and pay equity advocates. The Mayor's vetoes disregard the hard work, thoughtful engagement, and the democratic process through which these bills were crafted. His late-breaking claims that these bills are unworkable contradict not only his own Staff's position, but also ignores the experience of other jurisdictions who implemented similar measures years ago with positive results. Therefore, today we must again affirm our determination to move New York City towards a future in which workers receive equitable pay no matter who they are and who or who they work for.

I'll pass it to Majority Leader Farías and Council Member Cabán for their remarks.

MAJORITY LEADER FARÍAS: Thank you, Chair Marte, and thank you to the Members of the Committee on Civil and Human Rights. I appreciate the opportunity to speak again on Intro. 984.

As the Committee is aware, I previously testified on this legislation in October when the Council first considered the Cabán/Farías Pay Equity Package. At the time, the Council expressed strong and consistent support for establishing a reliable transparent process to evaluate wage disparities in

the private sector. The bill passed with a supermajority. Intro. 984 remains exactly what it was when we first advanced it, a practical data-driven mechanism for assessing how compensation differs across gender and racial lines. By requiring the City to conduct an annual pay equity study using standardized data submitted under Intro. 982, this legislation provides the public with a consistent, accurate source of information about wage inequities that have long been acknowledged but not regularly measured. Since the Council's initial vote, the only new development has been the Mayor's veto. It did not introduce new evidence or policy concerns related to the bill's substance. It simply stands in contrast to the Council's judgment that pay transparency is necessary if we are serious about identifying and addressing discrimination and compensation. Wage inequities continue to fall most heavily on women, particularly women of color, and without dependable public data, these disparities remain difficult to address. Today's decision is therefore about ensuring that the Council's previously stated commitment to transparency, fairness, and accountability remains intact. I'm confident in the work this Committee has

done and continues to do, and I appreciate the opportunity to present this legislation again as the Council considers next steps in the override process, and I urge my Colleagues to vote yes on the override. Thank you so much.

ACTING CHAIRPERSON MARTE: Council Member Cabán.

COUNCIL MEMBER CABÁN: Thank you. Thank you, Acting Chair.

I just want to add on to the statement that my Colleague, the Majority Leader, has made. Eric Adams' veto of the Cabán/Farías Pay Equity Package is a betrayal of the working class, and especially of Black and Brown women who suffer the most from pay equity. It deserves to be said over and over again. I'm proud to vote today to override his bid to impress the billionaires he soon needs a job from. This historic pay equity package will require large employers to report pay data and mandate rigorous public analysis. We have been talking about the gender pay gap for decades, but without knowing how it breaks down from job to job, industry to industry, corporation to corporation, we can't know how best to tackle it. When we shine a light on

inequity, we create the conditions to end it, and these bills are about accountability and equity for New Yorkers, especially the women and people of color who have been underpaid and undervalued for generations. This legislation would not have been possible without Majority Leader Amanda Farías, PowHer New York, Legal Momentum, and so many organizations and workers who have fought for pay transparency and fairness. So thank you to Sarah Swain, Jonah Birch, and Celia Castellan for their commitment in getting this across the finish line, and thank you to Speaker Adams and the Speaker's team for your support in overriding this just simply ridiculous veto. Thank you, Chair, and I'll pass it back to you.

ACTING CHAIRPERSON MARTE: Thank you. We will now be voting on the following items. Shall we accept and file the Mayor's veto messages, and shall we pass Introduction Number 982-A and Introduction 984-A, the Mayor's veto messages notwithstanding?

I now ask the Clerk to call the roll.

COMMITTEE CLERK WILLIAM MARTIN: Good morning. William Martin, Committee Clerk. Roll call

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2 vote Committee on Civil and Human Rights. All items
3 are coupled.

4 Council Member Marte.

5 ACTING CHAIRPERSON MARTE: I vote aye on
6 all. Congratulations.

7 COMMITTEE CLERK WILLIAM MARTIN: Williams.
8 Salamanca. Riley.

9 COUNCIL MEMBER RILEY: Aye.

10 COMMITTEE CLERK WILLIAM MARTIN: Joseph.

11 COUNCIL MEMBER JOSEPH: Aye on all.

12 COMMITTEE CLERK WILLIAM MARTIN: With a
13 vote of three in the affirmative, zero in the
14 negative...

15 ACTING CHAIRPERSON MARTE: We're going to
16 hold the vote open.

17 COMMITTEE CLERK WILLIAM MARTIN: Current
18 results, by a vote of three in the affirmative, zero
19 in the negative, and no abstentions, all items have
20 been approved by the Committee as described by the
21 Chair, and the roll will be held open at request of
22 the Chair.

23 ACTING CHAIRPERSON MARTE: I want to
24 recognize Council Member Salamanca.

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2 COMMITTEE CLERK WILLIAM MARTIN: Opening
3 roll call. Committee on Civil Service and Human
4 Rights. All items are coupled.

5 Council Member Salamanca.

6 COUNCIL MEMBER SALAMANCA: Aye on all.

7 COMMITTEE CLERK WILLIAM MARTIN: Vote is
8 now four in the affirmative, zero in the negative, no
9 abstentions. Items are still approved as described by
10 the Chair.

11 ACTING CHAIRPERSON MARTE: Thank you all.

12 The hearing is now closed. [GAVEL]

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date December 15, 2025