Fiscal Impact Statement Prepared By
New York City Mayor's Office of Management and Budget

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Disclaimer: This fiscal impact statement is a preliminary estimate and subject to change based upon further data analysis or changes in bill text. This legislation is summarized as understood by the administration as of the date this statement was prepared and does not include or consider subsequent text changes. This fiscal impact statement is not legally binding on the administration. "Total" columns represent the respective sum over a four-year period; note that fiscal impacts continue after year four.

Proposed Intro No. / Title: *Intro 982 / in relation to compliance with equal pay laws*

Sponsors: Cabán, Farías, Brooks-Powers, Restler, Hanif, Ossé, Hudson, Krishnan, Avilés, Sanchez, Banks, Won, Williams, and Louis

Committee: Civil and Human Rights

Summary of Legislation: This bill adds to Chapter 12 (Fair Work Practices) of New York City's administrative code by requiring the Department of Consumer and Worker Protection (DCWP) to collect workforce data from employers in the City who have more than 25 employees. This information should include, but is not limited to, data pertaining to salaries, hire month and year, union membership status and hours worked. Additionally, every three years, covered employers must submit a digital affirmation to DCWP, certifying their compliance with federal, state, and local equal pay laws. Every three years, DCWP must publish a list of covered employers who submitted a digital affirmation.

Effective Date: 30 days after enactment.

First Fiscal Year Legislation Takes Effect: Fiscal Year 2025

First Fiscal Year with Full Impact: Fiscal Year 2025

Agencies Impacted: Department of Consumer and Worker Protection

Fiscal Impact Analysis

A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	0	0	0	0	0
Revenue	0	0	0	0	0
Total	0	0	0	0	0

B. Expense

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	0	0	0	0	0

Date Prepared: December 9, 2024

Impact on Expenditures (Expense): There is no anticipated impact on expense expenditures.

C. Revenue

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	0	0	0	0	0

Impact on Revenues: There is no anticipated impact on revenue.

D. Capital

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	0	0	0	0	0

Impact on Expenditures (Capital): There is no anticipated impact on capital expenditures.