

CITY COUNCIL
CITY OF NEW YORK

----- X

TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL RIGHTS

----- X

April 4, 2017
Start: 10:17 a.m.
Recess: 10:47 a.m.

HELD AT: 250 Broadway - Committee Rm.
14th Fl

B E F O R E: DARLENE MEALY
Chairperson

COUNCIL MEMBERS: Mathieu Eugene
Daniel Dromm
Andy King
Rafael Salamanca, Jr.

A P P E A R A N C E S (CONTINUED)

2 [sound check, pause] [gavel]

3 CHAIRPERSON MEALY: Good morning. I'm
4 Darlene Mealy. I am the Chair of the New York City
5 Council's Committee on Civil Rights. I would like to
6 introduce other members of the Council who have
7 joined us this morning, Andy King and Council Member
8 Dromm. Today, the Committee on Civil Rights will
9 vote on Intro 1253-A, a very important piece of
10 legislation that will prohibit employee from-
11 employers from inquiring about or-or replying-I'm
12 sorry-inquiring about or relying on a kin(sic) mate's
13 salary history to determine their compensation.
14 Studies show that salary history can have a negative
15 effect on employees particularly women, and this is
16 Women's History Month. So you know three days, four
17 days afterwards, and please know that Women's History
18 Month is everyday, 365 days. By keeping salaries low
19 throughout their career, when employers rely on prior
20 salary histories to determine compensation, they
21 contribute to a gender wage gap. Intro 1253-A would
22 help break the cycle of pay inequity by reducing the
23 likelihood that women will be prejudiced by prior
24 salary. Thanks to the Public Advocate Tish James
25 who-for introducing this important legislation.

2 Thanks to the Civil Rights Committee staff and their
3 hard work, Dee Emanuel, Counsel to the Committee;
4 Dali Mi Ha Ring (sp?), Legislation Counsel; Sheila
5 Johnson in Finance; Rachel Cordero, Deputy Director
6 of Government Affairs Division; and Matt Gewolb,
7 Director of Legislation. I hope that my fellow
8 committee members will support this bill today so we
9 can have a vote on Wednesday at the Stated Meeting.
10 Thank you for making the time to vote on such
11 important legislation. Our Public Advocate she did
12 want to have a say—a statement, but we going to go
13 ahead with the vote until she comes, of if she do not
14 come, and Elizabeth Crowley also would like to have a
15 statement on this legislation, but for now, I'm going
16 to turn it over to our—

17 CLERK: William Martin, Committee Clerk,
18 roll call vote Committee on Civil Rights,
19 Introduction 1253-A, Chair Mealy.

20 CHAIRPERSON MEALY: I vote aye, and I
21 hope all my colleagues can vote on it also.

22 CLERK: Dromm.

23 COUNCIL MEMBER DROMM: I vote aye.

24 CLERK: King.

2 COUNCIL MEMBER KING: Permission to
3 explain my vote. [pause]

4 CHAIRPERSON MEALY: Yes, you may.

5 COUNCIL MEMBER KING: First, I want to
6 add my voice as well as the co-sponsor of this piece
7 of legislation. For our sisters, mothers, brothers-
8 sisters, mothers and aunts and friends who work
9 tirelessly in New York City to help improve our homes
10 and our community, it just doesn't make sense that
11 over a period of time we haven't figured out how to
12 make sure that our women are able to continue to
13 provide for their families each and everyday. I
14 think this piece of legislation is one that makes New
15 York again a leader in making sure that there is pay
16 equity for all or everyone, and I'm thankful to you,
17 Madam Chair, for just being here along with the
18 Public Advocate and all the Council Members who have
19 signed on, and there's no way we don't pass this and
20 change the rules of how our women are not getting
21 paid as well as those of color who—who have
22 experience through negative impacts of salary.
23 Someone should be paid for their work not based on
24 their sexuality or their ethnicity. So again, I say

2 thank yous to all of us putting this legislation
3 together, and I vote aye.

4 CLERK: By a vote of 3 in the
5 affirmative, 0 in the negative and no abstentions,
6 the item has been adopted by the committee.

7 CHAIRPERSON MEALY: And may I say we have
8 to think about today as national equal Pay Day for
9 women. So, please—I believe we supposed to wore red
10 or a little red in there. So thank you, Andy King
11 for just saying that because it is important for us
12 to get equal pay, and never be discriminated against,
13 and we know men are being paid more than women. So
14 we hope that that can change with this legislation,
15 and we are going to leave this vote open for 20
16 minutes for other colleagues to come and vote, and we
17 will hear a statement if our colleague, Elizabeth
18 Crowley come, and our Public Advocate Tish James, and
19 I thank my colleagues for being here. [pause]
20 [background comments] Both colleagues. Well, Andy
21 King, do you want to add some words to it?

22 COUNCIL MEMBER KING: [off mic] Yes, you
23 have to be ready. (sic)

24 CHAIRPERSON MEALY: I was born ready.
25 [laughter] So I could start?

2 MALE SPEAKER: Yes.

3 CHAIRPERSON MEALY: On this special day
4 this is a very important legislation that we are
5 going to pass today, and we all have to think today
6 is April 4th, and this is the fourth—49th Anniversary
7 of Martin Luther King being shot in Memphis,
8 Tennessee. So I hope that we all can pause and
9 remember civil rights sometimes is not civil when
10 people have to lose their life just to do the right
11 thing. So I salute Martin Luther King, and I salute
12 this day, and I'm going to turn it over to my
13 colleague, Andy King. He will have some words also
14 in regards to this important day.

15 COUNCIL MEMBER KING: Thank you, Madam
16 Chair, and it's only fitting on a day that one of our
17 greatest civil rights leaders went back to the Lord,
18 that we are here passing legislation voting it out
19 that stands the essence of his existence of fighting
20 for equity, fighting for justice, fighting for all
21 the tings that bring humanity together as opposed to
22 dividing us. So, the way we survive is how we feel
23 about our pockets, and when women aren't able to
24 provide for their children, provide for their
25 families in a society that keeps saying that we are

2 equal, then it's—it's not fair, and we haven't done
3 right by the people. So, today it's only fitting
4 that the City Council passes a piece of legislation
5 that pulls us all together, that we're able to
6 deliver not only on the financial makeup of our
7 homes, but of our everyday existence. So I'm
8 grateful and thankful to be part of this committee.
9 Grateful and thankful on this historic day. I'm
10 grateful add thank you for Dr. King for the fight
11 that shed light on all the injustices and inequality
12 that happened during the course of American history
13 and the struggle shall continue. Thank you, Madam
14 Chair. [pause]

15 CHAIRPERSON MEALY: And we still going to
16 hold the vote open for some colleagues to come and
17 vote. [pause]

18 CLERK: Continuation rollcall the
19 Committee on Civil Rights, Council Member Eugene.

20 COUNCIL MEMBER EUGENE: Thank you very
21 much and I vote aye.

22 CLERK: The vote now stands at 4 in the
23 affirmative.

24

25

2 CHAIRPERSON MEALY: Thank you, Council
3 Member Mathieu Eugene from the Bronx and we have been
4 joined--

5 COUNCIL MEMBER EUGENE: [off mic]
6 [interposing] I will tell you that. (sic)

7 DR. MICHELLE ALLEN: Someday. [laughter]
8 From Brooklyn--

9 COUNCIL MEMBER EUGENE: [off mic]
10 [interposing] I don't want to tell her I would like a
11 little more than that. (sic) [laughter]

12 COUNCIL MEMBER KING: Thanks for your
13 vigilance. [laughter]

14 CHAIRPERSON MEALY: --from Brooklyn, and
15 we have another colleague. It's National Equality
16 Pay Day today also.

17 COUNCIL MEMBER CROWLEY: [off mic] That
18 is good.

19 CHAIRPERSON MEALY: And the 49th
20 anniversary of Martin Luther King's assassination. So
21 this is a real civil rights hearing today. My
22 colleague she's not on the committee, but she would
23 like to have some words on this great legislation,
24 Elizabeth Crowley.

2 COUNCIL MEMBER CROWLEY: Thank you to our
3 good chair. I'm the lead sponsor in the Council for
4 1253-A, and as the Chair mentioned, today is Equal
5 Pay Day, and while we've made progress, there's still
6 substantial inequality that exists between the wages
7 women make versus those of men, and it's a notable
8 size wage gap. And the Census Bureaus says that
9 women in the United States make 79 cents for every
10 dollar paid to men. For women of color, the pay gap
11 widens. Black and Hispanic women earn 60 to 55% of
12 the 100% of the dollar respectively, and stretched
13 over a lifetime this disparity leaves women
14 substantially more disadvantaged than the average
15 man. And that's why I'm proud to sponsor that bill
16 that will prohibit employers from asking about
17 applicants' salary history. This will reduce the
18 likelihood that women will continue to be
19 discriminated against by prior salary levels. It's
20 fitting that we vote on this during Equal Pay Day,
21 and so again, I-I know that the work that this
22 committee is doing will break the cycle of gender pay
23 inequality. Thank you.

24 CHAIRPERSON MEALY: Thank you. Do you
25 have your--Mr. Mathieu. I think before us, then.

1 COMMITTEE ON CIVIL RIGHTS

11

2 COUNCIL MEMBER EUGENE: No, no, no. What
3 I just want to say I want to commend you, Madam
4 Chair, and all the members of this committee and also
5 all the colleagues who have supported this. This is
6 very important. It is a great progress, and we have
7 to continue to fight for the equal pay and let's win
8 so that we're moving toward our goal, and I'm pleased
9 to be one of the co-sponsors of this bill. Thank
10 you. Thank you very much, Madam Chair.

11 CHAIRPERSON MEALY: Thank you. We will
12 hold the vote open. [pause]

13 CLERK: Continuation roll call the
14 Committee on Civil Rights, Introduction 1253-A,
15 Council Member Salamanca.

16 COUNCIL MEMBER SALAMANCA: I vote aye.

17 CLERK: The final vote in today's
18 Committee on Civil Rights Introduction 1253-A has
19 been adopted by a vote of 5 in the affirmative, 0 in
20 the negative and no abstentions. Thank you.

21 CHAIRPERSON MEALY: This meeting is now
22 adjourned, and I want to thank all my colleagues for
23 this important legislation, and just to think that
24 today is the 49th anniversary of Martin Luther King

25

1 COMMITTEE ON CIVIL RIGHTS

12

2 being slayed, and in Memphis. So this meeting is

3 adjourned. [gavel]

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

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 April 28, 2017