



Legislation Details (With Text)

|                        |  |                     |   |              |  |
|------------------------|--|---------------------|---|--------------|--|
| <b>File #:</b>         | Res 1273-2016  | <b>Version:</b>     | * | <b>Name:</b> | Prohibit employers from seeking the salary history of a prospective employee for an interview or as a condition of employment. (A.5982/S.6342) |
| <b>Type:</b>           | Resolution   | <b>Status:</b>      |   |              | Filed (End of Session)   |
|                        |  | <b>In control:</b>  |   |              | Committee on Civil Rights  |
| <b>On agenda:</b>      | 11/16/2016   |                     |   |              |  |
| <b>Enactment date:</b> |  | <b>Enactment #:</b> |   |              |  |
| <b>Title:</b>          | Resolution calling upon the New York State Legislature to pass and the Governor to sign A.5982 and S.6342 to prohibit employers from seeking the salary history of a prospective employee for an interview or as a condition of employment |                     |   |              |  |
| <b>Sponsors:</b>       |  |                     |   |              |  |
| <b>Indexes:</b>        |  |                     |   |              |  |
| <b>Attachments:</b>    | 1. A. 5982, 2. S. 6342, 3. November 16, 2016 - Stated Meeting Agenda with Links to Files, 4. Hearing Transcript - Stated Meeting 11-16-16  |                     |   |              |  |

| Date       | Ver. | Action By    | Action                      | Result |
|------------|------|--------------|-----------------------------|--------|
| 11/16/2016 | *    | City Council | Introduced by Council       |        |
| 11/16/2016 | *    | City Council | Referred to Comm by Council |        |
| 12/31/2017 | *    | City Council | Filed (End of Session)      |        |

Res. No. 1273

Resolution calling upon the New York State Legislature to pass and the Governor to sign A.5982 and S.6342 to prohibit employers from seeking the salary history of a prospective employee for an interview or as a condition of employment

By Council Members Cabrera, Richards, Mendez, Chin and Rosenthal

Whereas, According to the 2014 Census Bureau American Community Survey (ACS), a woman in New York State working full-time makes about 87 cents for every dollar a man earns, or a difference of \$6,778 in median annual income; and

Whereas, According to the 2014 ACS, women of color are disproportionately hurt by the gender pay gap, with Hispanic, Black or African American, and Asian women experiencing a 54, 45, and 37 percent wage gap respectively compared to white men in New York City; and

Whereas, According to the 2014 ACS, among women with college or post-graduate degrees in New York City, the gender wage gap persists at 16 percent and 20 percent respectively; and

Whereas, A 2016 policy report titled “Advancing Pay Equity in New York City,” released by the Public Advocate for the City of New York, recommended prohibiting employers from relying on salary histories, a practice that perpetuates the gender wage gap; and

Whereas, On August 16, 2016, the Public Advocate for the City of New York introduced Int. 1253-2016 to prohibit employers from seeking a job applicant’s salary history, a bill that 30 Council Members had joined as co-sponsors within two months of introduction; and

Whereas, The need for legislation prohibiting salary history inquiries extends beyond the City of New York; and

Whereas, New York State Assembly Member Marcos A. Crespo, in 2015, and, New York State Senator Brad Hoylman, in 2016, introduced A.5982 and S.6342 respectively, making it an unlawful discriminatory practice for employers to seek a salary history from a prospective employee for an interview or as a condition for employment; now, therefore, be it

Resolved, That the Council of the City of New York calls upon the New York State Legislature to pass, and the Governor to sign, A.5982 and S.6342 to prohibit employers from seeking the salary history of a prospective employee for an interview or as a condition of employment.

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10/24/16  
BAM