
New York Salary Transparency Law Takes Effect

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CLIENT ALERT

SALARY TRANSPARENCY LAW TAKES EFFECT TODAY

TODAY — Tuesday, November 1 — NYC's new Salary Transparency Law takes effect.

The Law applies to most employers with 4 or more employees. The Law also applies to hiring domestic workers – and for these employers, it covers homes with as few as 1 employee.

The Law requires that an employer posting an internal position, or seeking to hire from the public at large, must include both the bottom and top of the range which they, in good faith believe, they are willing to pay to fill the job. The provision covers wages only – not any benefits or their value.

The cost of failure to comply can run high. The law imposes a presumption of discrimination on an employer's improper listing, creating a claim under the City Human Rights Law. That means that, in addition to civil penalties of up to \$250,000, individually effected employees can bring a case for damages. Damages that can be awarded under the New York City Human Rights Law include back pay, front pay, compensatory damages, and attorneys' fees.

Please let us know if we can help with your compliance needs.

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