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**The City of New York
Community Board 8 Manhattan
Women & Families Committee
Wednesday, March 30, 2022
6:30 PM on Zoom**

Please note: The resolutions contained in the committee minutes are recommendations submitted by the committee chair to the Community Board. At the monthly full board meeting, the resolutions are discussed and voted upon by all members of Community Board 8 Manhattan.

MINUTES

CB8 Members in attendance: Gayle Baron, Alida Camp, Saundra I. Coleman, Rebecca Dangoor, Felice Farber, Peter Patch, Rita Popper, Peggy Price, Carolina Tejo, Elaine Walsh, Shari Weiner.
Public Member in attendance: Susan Evans

THE UPCOMING PAY TRANSPARENCY LAW—AND THE EFFORTS TO WEAKEN IT

The committee explored how the City’s Pay Transparency Law, due to take effect May 15, can help eradicate the discriminatory and harmful gender wage gap.

That is, if the City Council doesn’t water down the new law.

In New York State, a woman is paid a median 86 cents for every dollar a typical man earns. The City’s Pay Transparency Law adds to the existing moves—among them, the salary history ban—to close the gender wage gap.

Essentially, the Pay Transparency Law requires NYC employers with four or more employees to advertise, internally and externally, the salary ranges for all job openings. (The law does not apply to temporary help firms.) The City’s new law applies only to base wages. However, a pending NY State version includes a broader definition of pay—one that counts benefits, bonuses, stock options and the like, along with base pay, as the salary that would require posting.

The City’s upcoming salary law will be enforced by the City’s Commission on Human Rights. Violators could incur a penalty of up to \$250,000. But any fines will be proportional to the size of the business—thus, limiting any fine’s impact on smaller businesses.

However, speakers at the March 30 meeting voiced alarm about a City Council bill (Int. 134) that would “water down” pay transparency. Speakers included: Helen Rosenthal, former City Council Member and author of the Pay Transparency Law; Gloria Middleton, president of the Communications Workers of America, Local 1180; and Beverly Neufeld, president of PowHer New York.

According to the three speakers, Int. 134 would exclude employers with fewer than 15 workers. It also would also exempt jobs that can be done remotely and delay the start of the Pay Transparency Law until November 1.

According to the speakers, supporters of Int. 134 mainly include Fortune 500 companies. Yet, these advocates point to small employers' concerns as the need for Int. 134—even though Int. 134 would exclude *employees* of small businesses from the benefits of salary transparency. Beverly Neufeld cited the impact: "In New York City, roughly 50,000 workers are employed in organizations of 14 or fewer workers."

Speakers urged the public to express their objections to Int. 134 to City Council members. A City Council public hearing on Int. 134 was held April 5. The City Council has until May 15 to approve or reject Int. 134.

The committee overwhelmingly passed the following resolution in opposition to Int. 134:

RESOLUTION

WHEREAS women in New York State are paid a median 86 cents for every dollar a typical male earns; and

WHEREAS this pernicious earnings gap harms women's standard of living, both during their working years and in retirement; and

WHEREAS the City of New York, along with seven U.S. states, has passed a Salary Transparency Law to help close the gender wage gap; and

WHEREAS the upcoming Salary Transparency Law would require employers of four or more workers to post, internally and externally, the salary range of their job openings, and

WHEREAS this public advertisement of the salary range of an open position greatly reduces the possibility of wage discrimination based on such factors as gender and race; and

WHEREAS the New York City Council is considering a bill, Int. 134, that would alter and weaken the Salary Transparency Law by making it applicable only to employers with 15 or more workers, exempting remote work and delaying the law's implementation to November; therefore,

BE IT RESOLVED that Community Board 8, Manhattan, strongly objects to the provisions of Int. 134 and urges the City Council not to alter the existing Salary Transparency Law, which is due to take effect May 15.

VOTE: 10-0-1

9 In favor: Gayle Baron, Alida Camp, Saundrea Coleman, Rebecca Dangoor, Peter Patch, Rita Popper, Peggy Price, Elaine Walsh, and Shari Weiner

1 Public Member in favor: Susan Evans

1 Abstaining: Carolina Tejo

Gayle Baron and Peggy Price, Co-Chairs