

TYPES NOT MAPPED YET July 19, 2024 | TTR not mapped yet | Howard S. Lavin

# NYC Council Introduces Sweeping Pay Data Reporting Bill

On July 18, 2024, a [bill](#) was introduced in the New York City Council that would require New York City employers with 25 or more employees to report detailed pay and other data, including race, age, gender and ethnicity information and union status, for each of their employees to the Department of Consumer and Worker Protection (the "Department") starting February 1, 2025, and annually thereafter.

Although employers would not provide their employees' names or other personally identifiable information, they would be required to submit: (i) total salary or wages earned for the previous calendar year; (ii) the borough in which the employee works; (iii) the month and year of hire; (iv) job title; (v) gender, race and ethnicity; (vi) birth year; (vii) union membership status; (viii) whether the employee works more or less than 35 hours per week, or on a temporary or seasonal basis not based on the numbers of hours; (ix) managerial status; and (x) any additional information required by the Department. Notably, the bill is silent about whether the Department would make public reports submitted by employers.

This legislation has been referred to committee for review. Stay tuned.



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