



THE CITY OF NEW YORK NOV -7 2025 10:00
OFFICE OF THE MAYOR
NEW YORK, N. Y. 10007

November 7, 2025

Hon. Michael McSweeney
City Clerk and Clerk of the Council
141 Worth Street
New York, NY 10013

Re: Disapproval of Introductory No. 984-A

Dear Mr. McSweeney:

Pursuant to Section 37 of the New York City Charter, I hereby disapprove Introductory No. 984-A, which would amend the Administrative Code of the City of New York "in relation to study on pay equity for private employees." I am also separately disapproving Introductory No. 982-A, which would amend the Administrative Code of the City of New York "in relation to pay data reporting by private employers."

Int. No. 984-A requires the City to conduct a pay equity study based on data collected pursuant to Int. No. 982-A. The unreliable nature of the collected data and inability to identify covered employers coupled with an inequitable enforcement scheme will result in an inaccurate and potentially misleading pay equity study. Enactment of this legislation will not result in a meaningful pay equity study and will not assist in identifying or bringing to justice those who engage in inequitable employment practices.

Identifying and addressing pay discrimination is a laudable goal and one that I have worked to address in the City workforce. I encourage the City Council to work with the Administration to identify meaningful solutions instead of legislating more red tape for businesses, more expenses to be passed down to consumers, and more reports.

Accordingly, I hereby disapprove Introductory No. 984-A.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric Adams".

Eric Adams
Mayor

Cc: Hon. Adrienne Adams, Speaker