

Int. No. 984-A

By Council Members Fariás, Cabán, Brooks-Powers, Williams, Menin, Restler, Ung, Hanif, Brannan, Ossé, Hudson, Krishnan, Brewer, Avilés, Sanchez, Banks, Schulman, Won, Louis, Marte, Nurse, Zhuang, Hanks, Gutiérrez, De La Rosa, Stevens and Narcisse

A Local Law to amend the administrative code of the city of New York, in relation to a study on pay equity for private employees

Be it enacted by the Council as follows:

1           Section 1. Subdivisions e, f and g of section 12-208.2 of the administrative code of the city  
2 of New York, as added by a local law for the year 2025 amending the administrative code of the  
3 city of New York, relating to pay data reporting by private employers, as proposed in introduction  
4 number 982-A for the year 2024, are amended to read as follows:

5           e. [Reserved] Study. No later than 1 year after covered employers submit their pay reports  
6 to the designated agency pursuant to paragraph 3 of subdivision b of this section, and annually  
7 thereafter, the designated agency, in collaboration with the commission on gender equity and other  
8 relevant agencies, shall conduct a pay equity study. Such study shall evaluate the data contained  
9 in the pay reports submitted by covered employers pursuant to this section in order to evaluate  
10 whether there are disparities in compensation among employees based on gender and race or  
11 ethnicity, and if so, identifying industries where disparities may be prevalent and any trends in  
12 occupational segregation based on gender and race or ethnicity.

13           f. [Reserved] Findings. 1. No later than 6 months after the designated agency conducts a  
14 pay equity study pursuant to subdivision e of this section, the designated agency shall deliver the  
15 findings of the study required by subdivision e to the mayor and the speaker of the city council.  
16 Such findings shall include, at a minimum:

17           (a) An analysis of the data collected pursuant to such study, including but not limited to a  
18 statement of any disparities identified through such study;

1           **(b) A description of every statistical methodology used to analyze such data; and**  
2           **(c) Recommendations regarding employer action plans for addressing any disparities**  
3 **identified through such study.**

4           **2. The designated agency shall make public the recommendations provided under**  
5 **subparagraph c of paragraph 1 of this subdivision.**

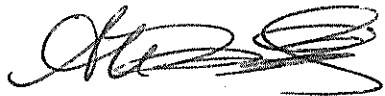
6           g. [Reserved] **The designated agency shall publish the data contained in the pay reports**  
7 **submitted by covered employers in the aggregate, and only in a manner that does not reveal any**  
8 **particular covered employer's or employee's identifying information.**

9           § 2. This local law takes effect on the same date that a local law amending the  
10 administrative code of the city of New York, relating to pay data reporting by private employers,  
11 as proposed in introduction number 982-A for the year 2024, takes effect.

JEF  
LS #16008  
9/30/25 1:16 PM

I hereby certify that the above bill was passed by the Council of the City of  
Thursday, October 9, 2025  
New York on .....receiving the following votes:

Affirmative.....42.....  
Negative.....7.....  
Abstentions.....0.....



Alisa Fuentes, Deputy City Clerk, Acting Clerk of the Council.

**DISAPPROVED**

ON THE 7<sup>th</sup> DAY OF November 2025  
[Signature] MAYOR