

**LOCAL LAWS
OF
THE CITY OF NEW YORK
FOR THE YEAR 2025**

No. 174

Introduced by Council Members Farías, 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:

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

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

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

- (a) An analysis of the data collected pursuant to such study, including but not limited to a statement of any disparities identified through such study;
- (b) A description of every statistical methodology used to analyze such data; and
- (c) Recommendations regarding employer action plans for addressing any disparities identified through such study.

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

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

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

THE CITY OF NEW YORK, OFFICE OF THE CITY CLERK, s.s.:

I hereby certify that the foregoing is a true copy of a local law of The City of New York, passed by the Council on October 9, 2025, disapproved by the Mayor on November 7, 2025 and repassed by the Council on December 4, 2025 and said law is adopted notwithstanding the objection of the Mayor.

MICHAEL M. McSWEENEY, City Clerk, Clerk of the Council.

CERTIFICATION OF CORPORATION COUNSEL

I hereby certify that the form of the enclosed local law (Local Law No. 174 of 2025, Council Int. No. 984-A of 2024) to be filed with the Secretary of State contains the correct text of the local law passed by the New York City Council, disapproved by the Mayor, and repassed by the City Council.

SPENCER FISHER, Acting Corporation Counsel.