Legislation Details (With Text)

File #:	Int 1208-2018 **Version:** B	**Name:**	Prohibiting employers from posting job listings without minimum and maximum salary information.
Type:	Introduction	**Status:**	Enacted
		In control:	Committee on Civil and Human Rights
On agenda:	10/31/2018		
Enactment date:	1/15/2022	**Enactment #:**	2022/032

Title: A Local Law to amend the administrative code of the city of New York, in relation to prohibiting employers from posting job listings without minimum and maximum salary information

Sponsors: Helen K. Rosenthal, Justin L. Brannan, Adrienne E. Adams, Deborah L. Rose, Selvena N. Brooks-Powers, Inez D. Barron, Tiffany Cabán, Farah N. Louis, Public Advocate Jumaane Williams

Indexes: Agency Rule-making Required

Attachments: 1. Summary of Int. No. 1208-B, 2. Summary of Int. No. 1208-A, 3. Summary of Int. No. 1208, 4. Int. No. 1208, 5. October 31, 2018 - Stated Meeting Agenda with Links to Files, 6. Hearing Transcript - Stated Meeting 10-31-2018, 7. Minutes of the Stated Meeting - October 31, 2018, 8. Proposed Int. No. 1208-A - 11/12/21, 9. Committee Report 12/2/21, 10. Hearing Testimony 12/2/21, 11. Hearing Transcript 12/2/21, 12. Proposed Int. No. 1208-B - 12/10/21, 13. Committee Report 12/14/21, 14. Hearing Transcript 12/14/21, 15. Committee Report - Stated Meeting, 16. December 15, 2021 - Stated Meeting Agenda with Links to Files, 17. Hearing Transcript - Stated Meeting 12-15-21, 18. Minutes of the Stated Meeting - December 15, 2021, 19. Int. No. 1208-B (FINAL), 20. Fiscal Impact Statement, 21. Legislative Documents - Letter to the Mayor, 22. Local Law 32

Date	Ver.	Action By	Action	Result
10/31/2018	*	City Council	Introduced by Council	
10/31/2018	*	City Council	Referred to Comm by Council	
12/2/2021	*	Committee on Civil and Human Rights	Hearing Held by Committee	
12/2/2021	*	Committee on Civil and Human Rights	Amendment Proposed by Comm	
12/2/2021	*	Committee on Civil and Human Rights	Laid Over by Committee	
12/14/2021	*	Committee on Civil and Human Rights	Hearing Held by Committee	
12/14/2021	*	Committee on Civil and Human Rights	Amendment Proposed by Comm	
12/14/2021	*	Committee on Civil and Human Rights	Amended by Committee	
12/14/2021	B	Committee on Civil and Human Rights	Approved by Committee	Pass
12/15/2021	B	City Council	Approved by Council	Pass
12/15/2021	B	City Council	Sent to Mayor by Council	
1/14/2022	B	City Council	Returned Unsigned by Mayor	
1/15/2022	B	Administration	City Charter Rule Adopted	

Int. No. 1208-B

By Council Members Rosenthal, Brannan, Adams, Rose, Brooks-Powers, Barron, Cabán, Louis and the Public

Advocate (Mr. Williams)

A Local Law to amend the administrative code of the city of New York, in relation to prohibiting employers from posting job listings without minimum and maximum salary information

Be it enacted by the Council as follows:

Section 1. Section 8-102 of title 8 of the administrative code of the city of New York is amended as follows:

Employer. For purposes of subdivisions 1, 2, 3, 10, 11-a, [and] 22, 23, 32, subparagraph 1 of paragraph a of subdivision 21, and paragraph e of subdivision 21 [and subdivision 23] of section 8-107, the term "employer" does not include any employer that has fewer than four persons in the employ of such employer at all times during the period beginning twelve months before the start of an unlawful discriminatory practice and continuing through the end of such unlawful discriminatory practice, provided however, that in an action for unlawful discriminatory practice based on a claim of gender-based harassment pursuant to subdivision one of section 8-107, the term "employer" shall include any employer, including those with fewer than four persons in their employ. For purposes of this definition, (i) natural persons working as independent contractors in furtherance of an employer's business enterprise shall be counted as persons in the employ of such employer and (ii) the employer's parent, spouse, domestic partner or child if employed by the employer are included as in the employ of such employer.

§ 2. Section 8-107 of the administrative code of the city of New York is amended by adding a new subdivision 32 to read as follows:

32. Employment; minimum and maximum salary in job listings. a. It shall be an unlawful discriminatory practice for an employment agency, employer, employee or agent thereof to advertise a job, promotion or transfer opportunity without stating the minimum and maximum salary for such position in such advertisement. In stating the minimum and maximum salary for a position, the range may extend from the lowest to the highest salary the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion or transfer opportunity.

powered by Legistar™

b. This subdivision does not apply to a job advertisement for temporary employment at a temporary help firm as such term is defined by subdivision 5 of section 916 of article 31 of the labor law.

§ 3. This local law takes effect 120 days after it becomes law, except that the commission may take such actions as are necessary to implement this local law, including the promulgation of rules, before such date.

MWC/JG
LS #3498
12/7/21 11:41 PM