



# New York State Senator Brad Hoylman

## Closing New York's Wage Gap

Fifty-five years after the Equal Pay Act was signed into law, women still make an average of just 80 cents for every dollar made by men, with even greater gaps for black and Hispanic women. With New York's wage gap stagnated at 89 cents to the dollar, I am more committed than ever to ensuring our state and our city fight for economic justice and close the wage gap once and for all. Below is an update on some of my recent efforts in the Senate and in our community to address this issue.

### [New York State's Wage Gap](#)

New York already prohibits pay discrimination, and Governor Cuomo signed legislation in October 2015 to strengthen the equal pay laws by removing exemptions, tripling penalties, and prohibiting employers from retaliating against employees who disclose their wages. At 89 cents to the dollar, New York performs better than the national average, although the gap widens in some upstate Congressional districts where women make as little as 74% as much as men. Clearly, New York still has work to do to ensure equal pay for equal work.

### [My Bill to Ban Wage History Discrimination](#)

I sponsor legislation (S24/A2040) to prohibit employers from requesting a wage history from prospective employees for an interview or as a condition of employment.

Employers who request salary histories often use these to justify lower offers of compensation, resulting in disparate pay between employees and perpetuating a system that already unfairly disadvantages women and minorities with lower salaries and fewer promotions.

New York City passed a similar bill into law last year, and Governor Cuomo proposed legislation on Equal Pay Day this year to ban this practice.



### [Getting Even on Pay Equity](#)

Based on current wage growth, the pay gap will not close until [2058](#). With women now functioning as breadwinners for nearly 40 percent of households nationwide, we can't afford to wait forty years; we need to act now. Last year, I joined the New School's Center for New York City Affairs for a panel to discuss why the pay gap exists, who is impacted the most, and what policy initiatives can help close the gap. I was joined by *New York Times* editorial board writer Teresa Tritch, Commission on Gender Equity Director Azadeh Khalili, PowHer New York founder Beverly Cooper Neufeld, and Assemblymember Deborah Glick, pictured below.

### [My Legislation to #MindTheWageGap](#)

I am proud to sponsor legislation (S270/A3265) along with Assemblymember Deborah Glick that would require the affirmative disclosure of wage gaps by companies who wish to do business with New York State.

Companies with 100 or more employees that want to bid on contracts with New York State would be required to submit their wage gap based on gender, race, and ethnicity, using the same nine occupational categories that are used in federal Equal Employment Opportunity Commission forms. Governor Cuomo signed an executive order last year to require similar reporting.

New York State currently has over 50,000 contracts worth nearly [\\$240 billion](#) a year. Our legislation aims to create transparency and accountability in the state contracting process and allow New Yorkers to see if their tax dollars are going to companies who follow the law on equal pay.



For more information about Senator Hoylman's efforts to close the wage gap, please contact his office at:  
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