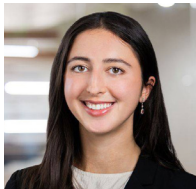


NYC Lawmakers Approve Pay Data Reporting Bills: How NYC Employers Can Prepare

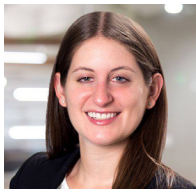
A Practical Guidance® Article by Melissa Camire, Natalie Halpin, and Sarah Wieselthier, Fisher & Phillips LLP



Melissa Camire
Fisher & Phillips LLP



Natalie Halpin
Fisher & Phillips LLP



Sarah Wieselthier
Fisher & Phillips LLP

The New York City Council recently approved two bills that could soon require private employers with 200 or more employees working in New York City to report pay and demographic data annually and designate a city agency to conduct a pay equity study based on the reported pay data. These bills, approved by the Council on October 9, now await Mayor Adams's signature—but it appears likely that pay data reporting will become a reality soon for New York City employers. Once enacted, these laws will take effect immediately, though employers will have some time before having to submit their first report. What can New York City employers do to prepare?

Pay Data Reporting (New York City Bill – Int. 982-2024-A)

As we [previously reported](#), New York City has been considering pay data reporting for some time. However, since the bills initial introduction in 2024, it has been significantly scaled back to apply only to larger employers and reduce the data that must be reported.

If signed into law, [Int. 982-2024-A](#) would require employers with 200 or more employees who work in New York City to report pay data.

- Specifically, employers would be required to submit detailed pay and demographic data that corresponds with the categories required by [the EEOC in the EEO-1 Component 2 reporting requirements for 2017 and 2018 reporting years](#), which requires compensation reporting by race/ethnicity and gender.
- However, the legislation provides the city the right to modify to this information, including reporting options accounting for different gender identities.
- Employers will also have an option to include explanatory remarks regarding the information in the report.

Timing of Reporting

Pay data reporting will not be immediate. First, within one year of the effective date of the law, the mayor must designate an agency to conduct a pay equity study. Once an agency is designated, that agency will have one year to develop a standardized form for employers to submit pay reports. Within the next year after the form is created, employers will be required to submit the pay report to the designated agency on an annual basis.

Confirmation Requirement

In addition to submitting the pay data report, employers will be required to separately submit a signed statement confirming the submission of the pay report and the accuracy of its information. Failure to do so will result in the non-compliance being reported on the agency's website—although employers will have a 30-day grace period to submit a statement of the accuracy of information after being notified of noncompliance.

Beyond that, civil penalties will be imposed. For the first offense, an employer will receive only a written warning if they cure the violation within 30 days. Or a civil penalty of \$1,000 if the employer fails to cure. For any subsequent offense, the civil penalty will increase to \$5,000.

Pay Equity Study (New York City Bill – Int. 984-2024-A)

Once the pay data is collected, [Int. 984-2024-A](#) will require the designated agency, in collaboration with the New York City Commission on Gender Equity and other relevant agencies, to conduct a pay equity study within one year after the pay equity reports are submitted.

- The study will utilize the data in the reports to assess whether there are disparities in compensation among employees based on gender and race or ethnicity.
- If disparities exist, the designated agency and its collaborators must identify the industries where disparities are prevalent and observed trends in occupational segregation based on gender and race or ethnicity. Additionally, the agency must provide recommendations for addressing any disparities.
- The designated agency must publicly release its recommendations.
- Additionally, the agency must publish the data from the pay equity reports in aggregate form so as not to disclose the identities of covered employers or employees.

What Should You Do Next?

Given that these bills had 80% support from the Council, enough to override a veto, pay data reporting will likely become a requirement for many New York City employers soon just as it has for employers in [California](#) and [Illinois](#). It seems likely that 2026 compensation data may be evaluated and published by the designated agency.

Therefore, New York City employers should take a careful look at their pay practices as this is an ideal time to review internal pay practices to ensure adherence to the federal Equal Pay Act and [State law](#). We recommend partnering with legal counsel to conduct an attorney-client privileged pay equity audit to review and evaluate compensation decisions. This will allow you to identify and address any potential pay concerns before the data must be reported and analyzed by government officials.

Conclusion

Fisher Phillips will continue to monitor these bills and any further developments in this area as they occur, so you should ensure you are subscribed to [Fisher Phillips' Insight System](#) to gather the most up-to-date information. If you have any questions about New York and New York City pay equity compliance, please contact your Fisher Phillips attorney, the authors of this Insight, any attorney in [our New York City office](#), or a member of [Fisher Phillips' Pay Equity Practice Group](#).

Related Content

Practice Notes

- [Screening and Hiring \(NY\)](#)
- [New York City Major Labor and Employment Issues and Employer Best Practices](#)
- [Pay Equity Audits: Best Practices](#)
- [Pay Transparency and Disclosure Laws: Best Employer Practices](#)

Videos

- [Pay Equity Audits Video](#)
 - [Equal Pay Act Video](#)
-

Melissa Camire, Partner, Fisher & Phillips LLP

Melissa Camire is a partner in the firm's New York office and serves as chair of the firm's associate committee, fpThrive, dedicated to development and support of the firm's associate attorneys. She represents a wide range of employers, from start-ups to multi-national companies across a multitude of industries.

Melissa helps businesses navigate the complex and ever-changing federal, New York State and New York City employment laws by providing practical advice that focuses on achieving business objectives. Clients rely on Melissa's day-to-day guidance regarding all aspects of employment issues impacting their workplace, including hiring, discipline, workplace harassment, pay, scheduling, leaves and termination. Melissa also partners with clients on preventative measures, such as employment policies, workplace training, audits and investigations.

In counseling clients, Melissa aims to get ahead of litigation as much as possible to limit financial impact to the business. When disputes cannot be avoided or resolved on the front end, businesses can look to Melissa's vast experience in defending employers in workplace litigations. Melissa regularly litigates single plaintiff and class/collective action cases in both federal and state courts and before administrative agencies like the Equal Employment Opportunity Commission, the New York State Division of Human Rights and the New York City Commission on Human Rights.

In addition to her counseling and litigation practice, Melissa advises on labor and employment matters arising in connection with mergers, acquisitions, and other corporate transactions.

High profile news outlets including *The Wall Street Journal*, *The New York Times*, *Newsday*, *Washington Post*, *Bloomberg News*, *New York Law Journal* call on Melissa to speak on challenging New York employment laws and emerging workplace issues. She has written extensively on workplace law issues and is considered a coveted speaker at national and regional conferences.

Prior to joining Fisher Phillips, Melissa was an associate at an Am Law 100 labor and employment law firm in New York City and served as an associate in the litigation department at an international law firm focused on financial and corporate law.

Natalie Halpin, Associate, Fisher & Phillips LLP

Natalie Halpin is an associate in the firm's New Jersey office and defends and advises employers in a wide variety of labor and employment issues.

Natalie graduated *magna cum laude* from New York Law School, where she was awarded the Joseph Solomon Award for Excellent Character and Fitness. During law school, Natalie served as a Notes and Comments Editor for the *New York Law School Law Review* and as co-Executive Articles Editor for the American Bar Association's *Family Law Quarterly*.

Sarah Wieselthier, Partner, Fisher & Phillips LLP

Sarah Wieselthier is a partner in the firm's New Jersey office. She is an experienced employment litigation attorney who has handled and successfully resolved dozens of cases in New Jersey and New York state and federal courts and administrative agencies. Sarah is known for taking a thoughtful and strategic approach to handling litigation and counseling matters.

Sarah has extensive experience counseling some of the most high-profile employers involving litigation and compliance issues on a wide array of labor and employment-related matters, including discrimination, harassment, wrongful termination, retaliation, equal pay, wage and hour claims, and class and collective actions. Her clients do business in a variety of industries (health care, financial, telecommunications, utilities, retail, insurance groups, staffing, PEOs, among others) where she advises and counsels them on policies and handbooks, wage and hour compliance, discipline, termination, investigations, and other related issues.

With her knowledge of the complex New Jersey, New York, and federal employment laws combined with her vast experience, Sarah vigorously advocates for the rights of her clients after defining the client's interests and mapping a strategy for a successful outcome. She is a frequent presenter on breaking legal updates and issues involving pay equity, wage and hour, and class action claims, both locally and nationally.

Before joining Fisher Phillips, Sarah was in private practice with a law firm representing public school districts in education and labor and employment matters. Sarah also served as a judicial law clerk for the Honorable Rachel N. Davidson and the Honorable Edith K. Payne in the Superior Court of New Jersey, Essex County, Civil Division.

Sarah graduated from the Maurice A. Deane School of Law at Hofstra University, *magna cum laude*. While in law school, Sarah served as an Articles Editor for the *Hofstra Law Review*.

This document from Practical Guidance®, a comprehensive resource providing insight from leading practitioners, is reproduced with the permission of LexisNexis®. Practical Guidance includes coverage of the topics critical to practicing attorneys. For more information or to sign up for a free trial, visit [lexisnexis.com/practical-guidance](https://www.lexisnexis.com/practical-guidance). Reproduction of this material, in any form, is specifically prohibited without written consent from LexisNexis.