



From Transparency to Reporting: NYC's Evolving Pay Equity Laws Explained

Event

2.24.26

1:00 PM — 2:00 PM EST

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New York City continues to expand its pay equity framework, moving beyond salary transparency toward more robust pay data reporting requirements. In this webinar, we will review the existing pay equity framework, break down the latest legislative developments, clarify forthcoming reporting obligations, and highlight how these rules intersect with existing federal and state frameworks. Attendees will gain practical insights on compliance, risk mitigation, and preparing internal systems for new data disclosures.

What We Will Cover:

- **The existing pay equity framework in New York City:** A review of current requirements including the 2020 salary history inquiry ban and 2022 salary transparency laws that laid the groundwork for these new reporting mandates.
- **Veto Override Update:** The impact of the December 4, 2025, Council vote that immediately enacted Int. 982-2024-A and Int. 984-2024-A.
- **Employer Coverage:** Confirming if your organization meets the 200-employee threshold for NYC-based staff.
- **The Compliance Timeline:** Understanding the three-year rollout, from agency designation in 2026 to the first expected reports in 2028.
- **Reporting Requirements:** Deep dive into the EEO-1 Component 2 model, including pay bands and demographic data by race, ethnicity, and gender.
- **Accuracy and Certification:** Navigating the mandatory signed statement of accuracy and the risks of public non-compliance listings.
- **Enforcement Risks:** A review of civil penalties, starting at \$1,000 for initial violations and increasing to \$5,000 for subsequent offenses.
- **Proactive Strategies:** Why now is the ideal time for an attorney-client privileged pay equity audit to identify disparities before they are reported.

If you have any questions, please contact **Stacey Higgins**.

Educational Credits

HRCI and SHRM

- The firm is submitting this webinar for credit.

CLE

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Pay Equity and Transparency