

## **IV. Women's Issues - Salary Range** **Transparency**

The League is supporting the Salary Range Transparency bill S.5598a (Ramos)/A.6529 (Joyner); these bills require employers to disclose compensation or range of compensation to applicants and employees.

This bill requires employers to

- Disclose in writing or electronically the salary or range of range of compensation and benefits for job openings;
- To disclose those things to a current employee at the time of hire or upon request;
- Prohibit retaliation;
- Allow any member of the public to report a violation to the Department of Labor; and
- Creates a private right of action.

Advantages

- Saves time for employers and employees;
- Enables prospective employees (especially women and people of color) to negotiate more effectively;
- Limits litigation fears for employers; and
- Diminishes overt and implicit bias.

The League supports the idea that employers should tell prospective employees the actual compensation or the range of compensation that is associated with a position that the business is hiring for, or for openings available to employees within an organization.



The League of Women Voters of New York State  
62 Grand Street, Albany, New York 12207  
Phone: 518-465-4162 Fax: 518-465-0812  
www.lwvny.org E-Mail: lwvny@lwvny.org

THE LEAGUE  
OF WOMEN VOTERS  
*of New York State*

MEMORANDUM IN SUPPORT OF:

S.5598a (Ramos)/A.6529 (Joyner)

*To: New York State Assembly and Senate*

*Subject: An act to amend the labor law, in relation to requiring employers to disclose compensation or range of compensation to applicants and employees.*

The League of Women Voters of New York State supports the above referenced legislations which would requires employers to disclose compensation or range of compensation to applicants and employees upon issuing an employment opportunity for internal or public viewing or upon employee request.

Wage discrimination in hiring plays a central role in perpetuating the wage gap between men and women. Women applying for a new position and/or for internal job promotion often face implicit and structural barriers that result in lower salaries. This is compounded for women of color, women with disabilities, LGTBQ+ individuals and mothers.

By enhancing transparency around compensation at the start of the hiring process and limiting the role of implicit employer bias, this bill serves to empower applicants with critical information, prevent wage discrimination, reduce negative negotiation outcomes and address systemic gender-based wage disparities that originate during the hiring process.

The League supports both S.5598a (Ramos)/A.6529 (Joyner).