



MEMORANDUM OF SUPPORT

A.6529 (Joyner)

To: NYS Assembly

Date: February 28, 2022

Regarding: 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 strongly supports the above referenced legislation which 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.

The League of Women Voters of New York State supports state policies for both public and private sectors of employment to ensure equal pay for equal work and equally evaluated jobs, to encourage affirmative action in hiring and promotion practices and to eliminate sexual harassment.

Wage discrimination in the hiring process plays a central role in perpetuating the wage gap between men and women. Not knowing the salary range for a particular position puts applicants – particularly women – at a disadvantage as they negotiate a proposed salary (for either new employment or for promotions within an organization). This is compounded for women of color, women with disabilities, LGBTQ+ 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. It will also protect current employees against retaliation for exercising these rights.

For the above reasons, the League of Women Voters of New York State strongly urges your support of A.6529.