

NYC Pay Scale Disclosure Law

How to Prepare Your Organization for Pay Transparency Legislation

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Presented by



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Agenda

- 01** Intro & housekeeping
- 02** What you need to know about the NYC pay scale disclosure law
- 03** How to prepare your organization for greater transparency

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Speakers



**Christine
Hendrickson**

VP of Strategic
Initiatives

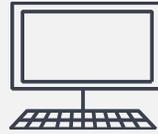
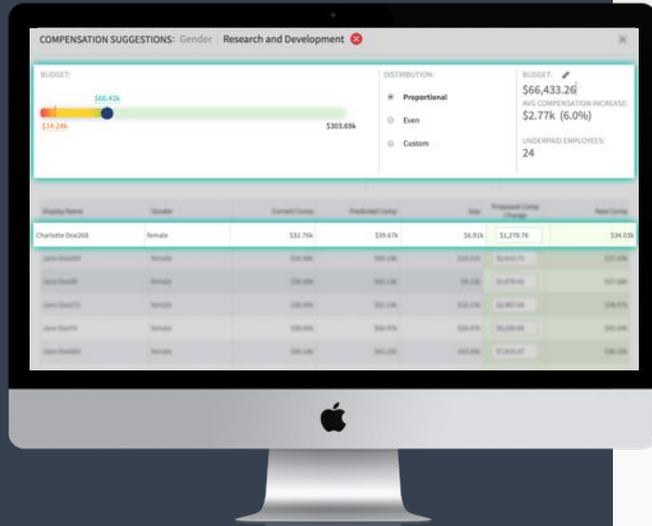


**Nancy
Romanyshyn**

Director of Pay Strategy
and Partner Success



The platform that helps you transform workplace equity — from the experts who keep you on track.



Real-time insights

Always-on platform to analyze, resolve, and prevent inequity



Expert advice

Ongoing legal, statistics, and communications consulting and support





“ Companies that fail to address pay inequality may not only see reputational damage, but may find themselves at a competitive disadvantage as talent migrates to those companies that prioritize fair pay and opportunities for career advancement. Companies that do not keep up face the risk of potential legal action, as well as shareholder and consumer backlash.

Harvard Law School Forum on Corporate Governance

POLL QUESTION

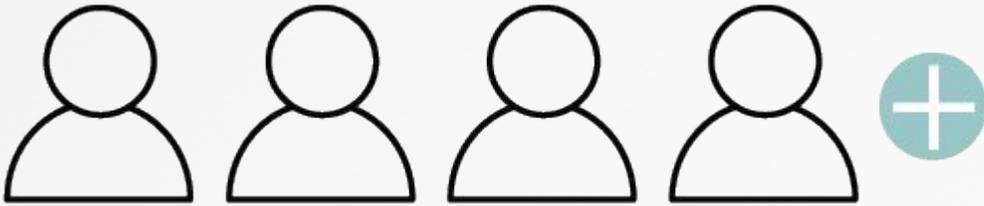
What is your level of pay scale transparency?

- No transparency
- Only share what's required by law, where required by law
- Share ranges internally for all jobs in all locations
- Share ranges externally for all jobs in all locations

What you need to know about the new NYC Pay Scale Disclosure Law

Location: New York City, New York	
Requirement: Must disclose the minimum and maximum “salary range” offered for new hires, transfers, and promotions	Proactive disclosure: Yes, in job posting
Coverage: Applicants and employees	Effective date: May 14, 2022

NYC Pay Scale Disclosure Law will likely be applied broadly



The law applies to all employers with 4+ NYC employees.

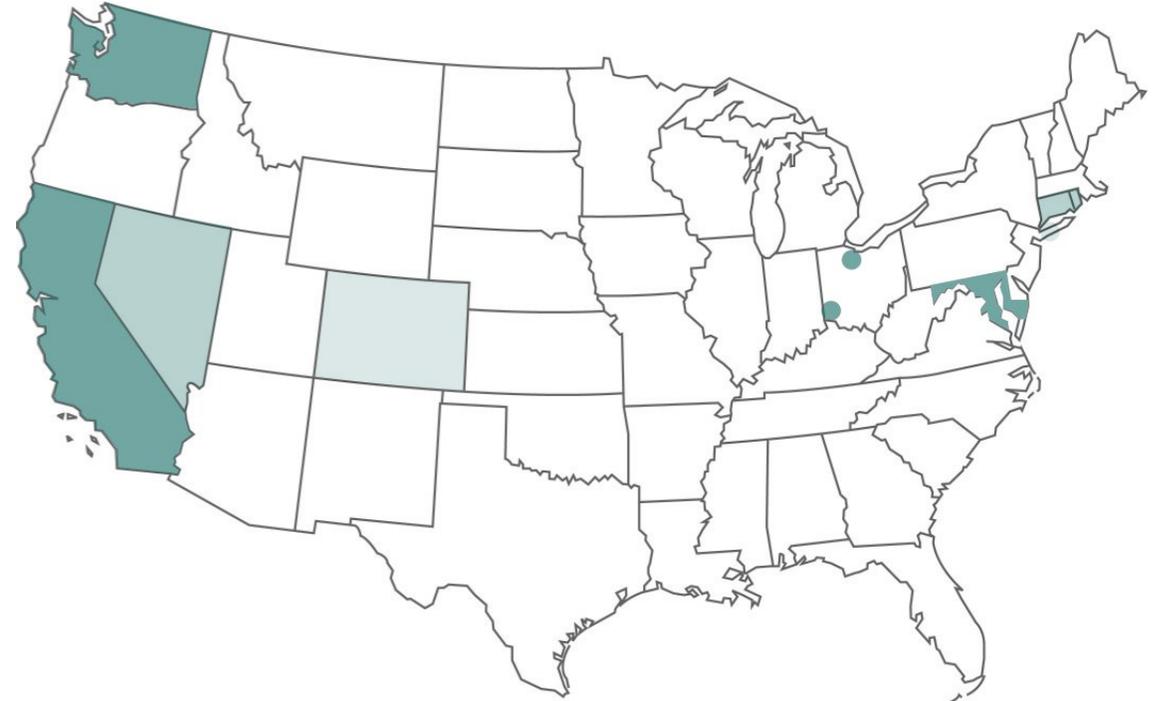
But NYC Commission for Human Rights indicated the law would be **applied broadly**, consistent with other NYC laws.

Examples may include:

- Someone working remotely from an apartment in NYC
- Someone working at a NYC location
- Someone who works on the road and their regular work takes them into NYC

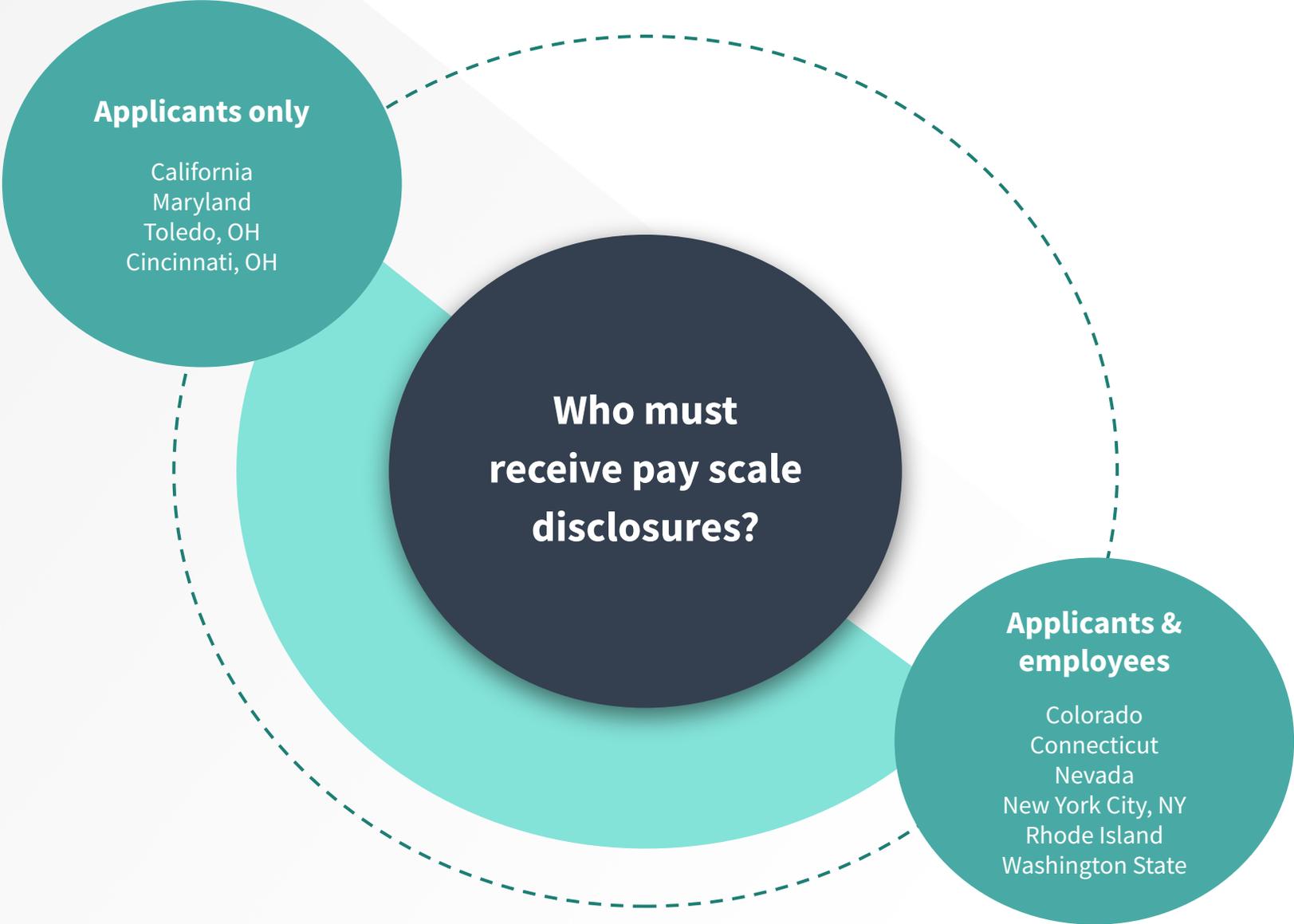
The 3 categories of pay scale transparency laws in the U.S.

1. Proactively provided in job posting
2. Proactively provided during hiring process
3. Provided upon applicant's request



Plus, more coming soon!

Get the U.S. Pay Scale Transparency Cheat Sheet at
syndio.com/cheatsheet



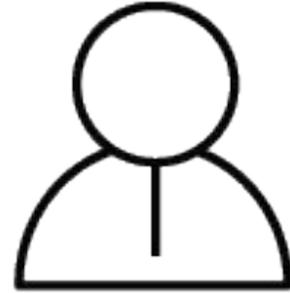
What does this mean for your business?



Applicants will know
how you pay roles
before applying

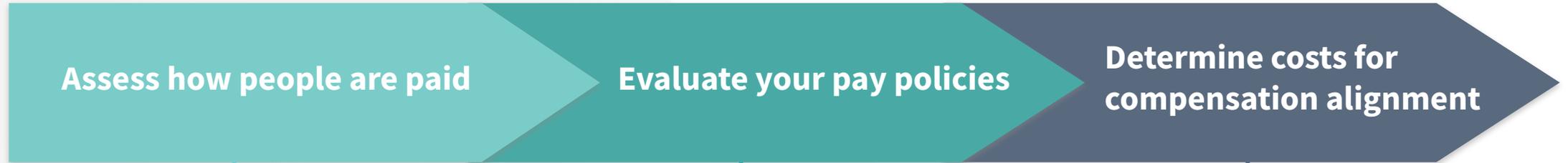


Employees will
know how you pay
for roles



Other employers
will know how you
pay for roles

What can you do about it now?

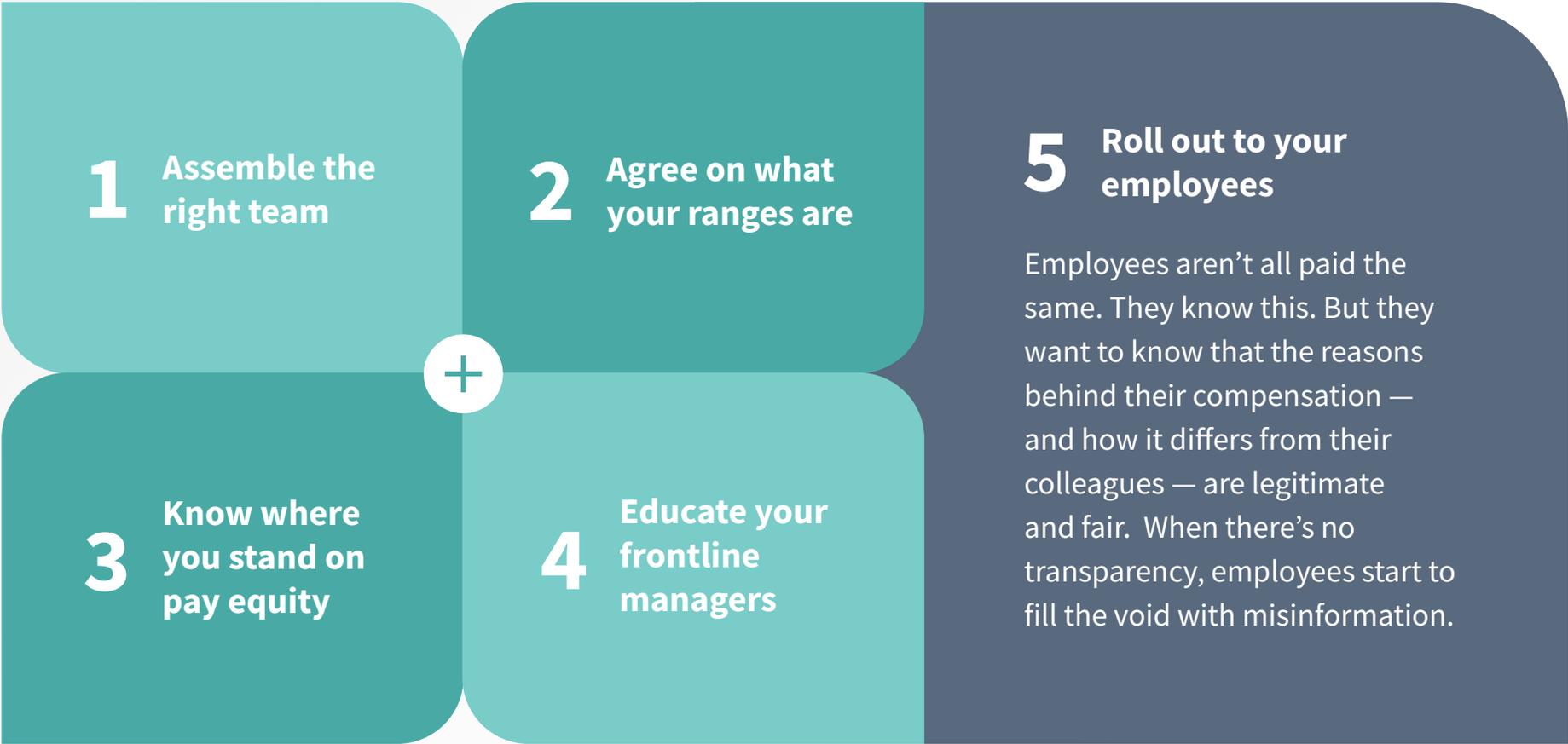


- What jobs do you have in NYC?
- What are your hiring plans in NYC?
- Where are employees paid in relation to the ranges or market data you use?
- How are employees in similar jobs paid in relationship to one another?

- Are hiring decisions made in a centralized, well-governed manner, or are they prone to inconsistencies?
- Are promotion increases administered based on the employee's current salary or the new role?
- Are off-cycle increases given frequently at managers' discretion, or are they controlled and monitored?
- Are cash awards, retention bonuses, and other forms of rewards given ad-hoc or are they governed and monitored?

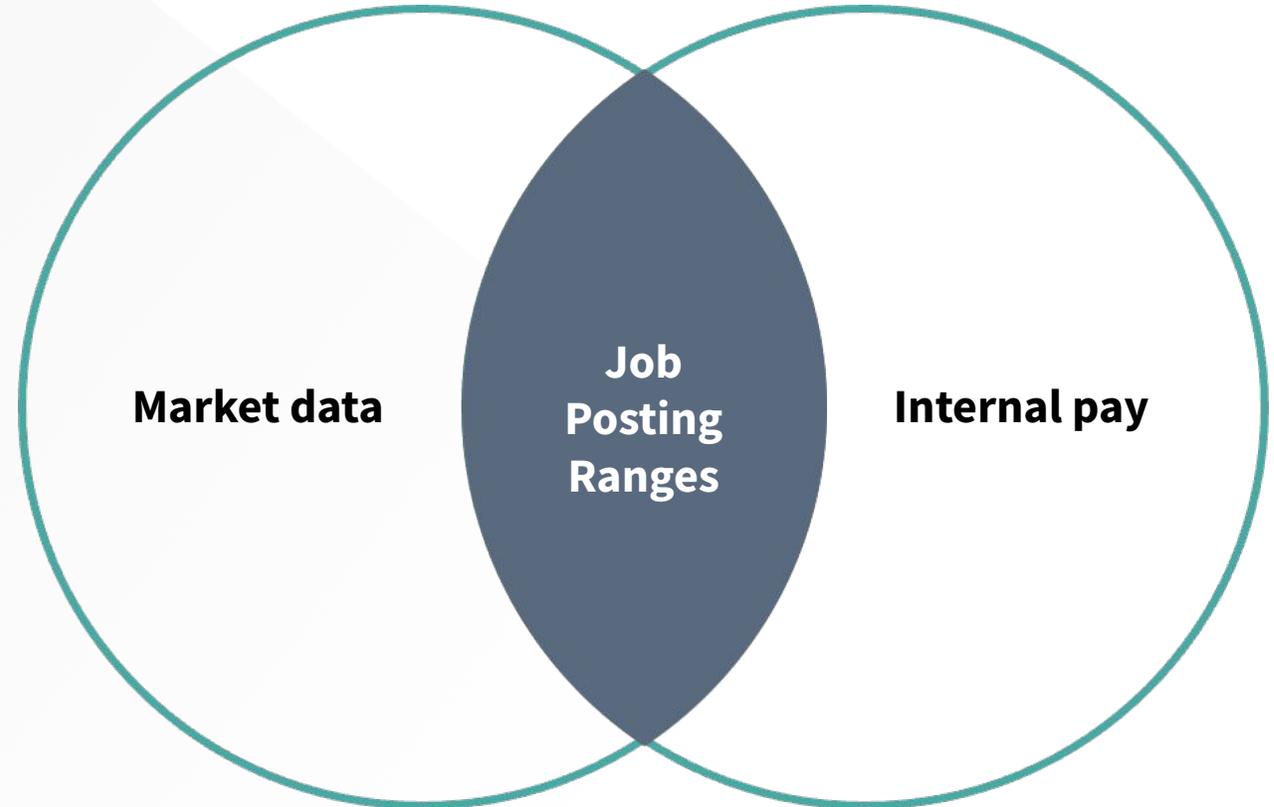
- Based on budgets, do we need to prioritize?
- Where do we have the greatest risks (e.g., pay inequities statistically linked to gender, race, ethnicity, intersectionality and other employees characteristics)?
- Where do we have the greatest gaps (e.g., employees paid very low in comparison to the midpoint of the range)?
- Who are in our most critical jobs?

Next steps on the road to pay scale transparency

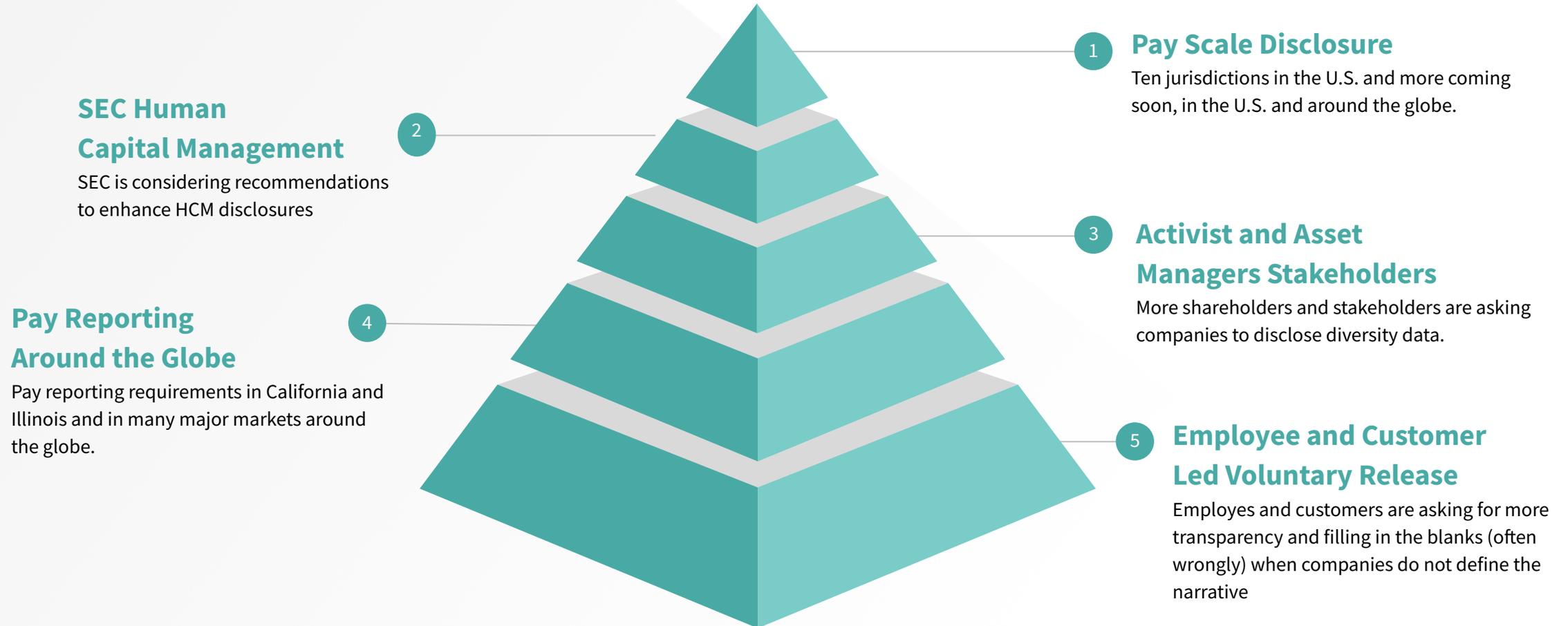


Precise, competitive, and equitable compensation recommendations

- Use data that combines external market with what folks are currently paid to create guidelines
- Govern pay decisions closely, escalating anything outside of guidelines for review and approval
- Automate so decision-makers have immediate access to fair and competitive guidelines



Pay scale disclosures are the tip of the transparency iceberg



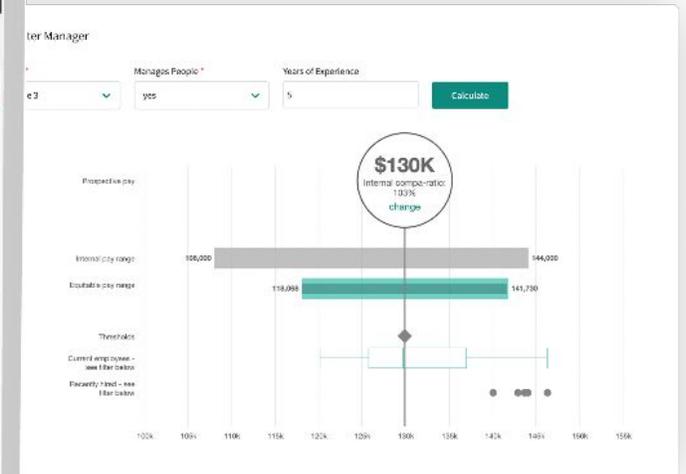
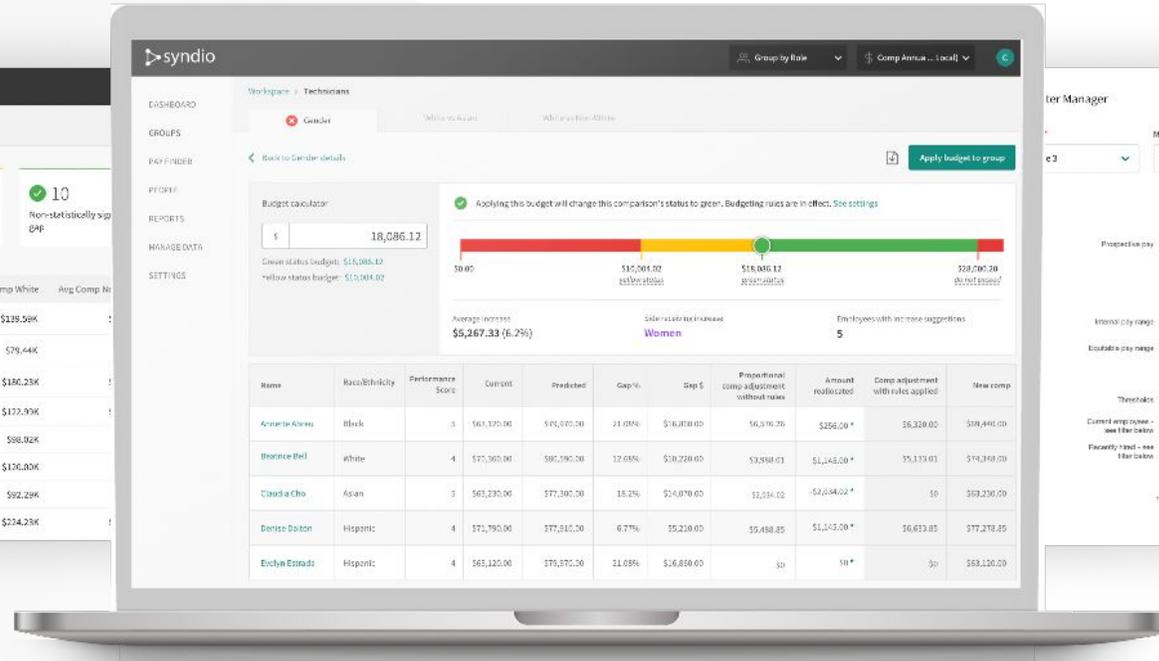
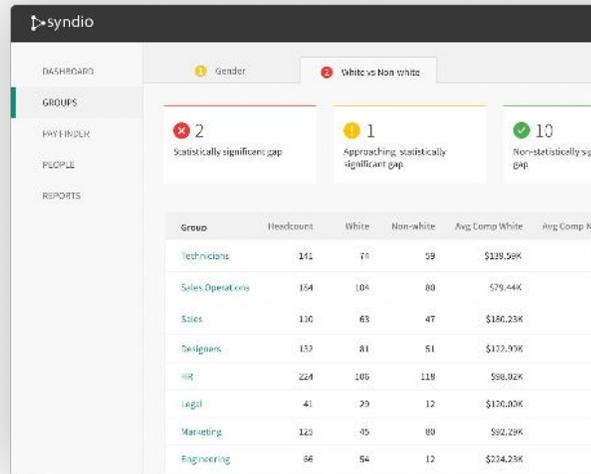
Pay Equity Communications Lookbook

We've curated top-notch pay equity communications examples from companies across industries, covering a wide range of messaging and tactics to inspire your own approach.

syndio.com/commslookbook



Technology is your workplace equity ally



Analyze

Run multivariate regression analyses to detect pay disparities in seconds

Resolve

Use budget or organizational options to address issues

Prevent

Eliminate biased pay decisions and prevent disparities with equitable starting salaries.



**Have more questions?
Want to learn more?
We'd love to chat.**

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