

New York City Delays Salary Transparency Requirements in Job Postings

On May 12, 2022, New York City Mayor Eric Adams signed [Int. 134](#) into law, further amending the salary transparency provisions under the New York City Human Rights Law (NYCHRL). Most notably, Int. 134 delays the effective date of salary transparency requirements to November 1, 2022 (previously May 15, 2022).

Employers Impacted:

- Companies with four or more workers nationally, including both employees and independent contractors, with at least one worker currently or potentially working in New York City; and
- Employment agencies, regardless of size.

Effective Date: November 1, 2022.

Suggested Actions:

- Review TriNet's [original communication](#) and [subsequent communication](#) regarding additional guidance from the New York City Commission on Human Rights for:
 - Details about the requirements under the NYCHRL; and
 - Suggested actions for TriNet clients.

Summary:

Under Int. 134, other provisions include:

- Clarifying that the “minimum and maximum salary” required to be disclosed in an advertisement apply equally to hourly and salaried positions;
- Stating that the salary disclosure requirement does not apply to positions that cannot or will not be performed, at least in part, in New York City (effectively applying the law to remote positions that can be performed anywhere);
- Limiting the ability to bring charges against an employer for alleged violations to only current employees (excludes applicants or other individuals); and
- Reducing civil penalties to \$0 for a first violation if the employer corrects the violation within 30 calendar days.

If you have any questions, log in to TriNet (login.TriNet.com) and click Contact TriNet.*

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