

NEW YORK

NYC Requires Salary Ranges on All Job Ads Starting Nov. 1, 2022

As of Nov. 1, 2022, an [amendment](#) to the New York City (NYC) Human Rights Law (HRL) requires all employers seeking workers in NYC to include a good faith salary range in all job advertisements.

Covered Postings

The new salary transparency requirement applies when an employer advertises for any position that can or will be performed, in whole or in part, in NYC. This includes jobs performed at an office, in the field or remotely from an employee's home.

All types of postings are covered regardless of medium (such as internal bulletins, internet advertisements and printed flyers).

Salary Range

Salary includes the base wage or rate of pay, regardless of how frequently payment is made (such as hourly or annually). It does not include other forms of compensation or benefits, such as insurance coverage, overtime or bonuses.

Employers must provide both a minimum and maximum salary amount instead of open-ended ranges (such as "\$25 to \$35 per hour" rather than "\$25 and up," for example). If there is no flexibility for a particular position, the minimum and maximum may be identical (such as "\$25 per hour," for example).

Enforcement

Employers that violate this law may be ordered to pay damages and penalties of up to \$250,000. In addition, the NYC Commission on Human Rights may order a noncompliant employer to amend advertisements and postings, create or update policies, conduct training and take other corrective actions.

Important Information

Salary Transparency Law

NYC has enacted a local law that requires employers to include a good faith salary range in all job ads, effective Nov. 1, 2022.

Job Advertisements

Job postings are covered regardless of whether they seek full- or part-time employees, interns, domestic workers, independent contractors or any other worker protected by the NYC Human Rights Law.

As of Nov. 1, 2022, NYC employers must include a good faith salary range in every advertisement for a job, promotion or transfer opportunity.

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