

# LABOR AND EMPLOYMENT LAW

## INFORMATION MEMO

SEPTEMBER 14, 2023

### Reminder: Pay Transparency Law Takes Effect Next Week

New York State's pay transparency law becomes effective on Sept. 17, 2023. Labor Law § 194-b requires employers to disclose salary and wage ranges for advertised jobs and promotions.

The law applies to employers with four or more employees and covers jobs that will be physically performed, at least in part, in New York State, as well as remote-work positions that report to a supervisor in New York.

The law requires employers to include the minimum and maximum annual salary or hourly range of compensation in any advertisement. Additionally, the law requires employers to post a job description if one exists. The new law raises a myriad of issues for employers, which we analyzed [here](#) and [here](#).

Moreover, the Department of Labor unveiled new proposed regulations related to Pay Transparency in Job Advertisements on Sept. 13, 2023. Bond will provide further guidance on the impact of these proposed regulations during the Business in 2023 webinar on Tuesday, Sept. 19, 2023.

If you have any questions, please contact [Seth Gilbertson](#) or any attorney in Bond's [labor and employment department](#).

