

Amendment: New York City to Revise Requirements for Salary Ranges in Job Advertisements

By way of update to our client alert last month, a recent <u>New York City law</u> requiring employers to include salary information in job postings has been amended to soften its impact. The key changes are:

- 1. The law will now take effect on November 1, 2022 instead of May 15, 2022.
- 2. The law now exempts jobs that are not required to be performed, at least in part, in New York City. Thus, advertisements for remote positions will <u>not</u> be subject to the law's requirements, unless the position requires working at least in part from New York City.
- 3. Only current employees, not job applicants, may bring a lawsuit for alleged violations of the law.
- 4. First-time violations of the law will not result in any financial penalty for the employer if the violation is fixed within 30 days of receiving a complaint.

More details on the original version of the law can be found <u>here</u>. We expect the New York Commission on Human Rights will issue updated guidance in the coming months, so stay tuned as November approaches.

For more information, please contact:

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