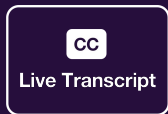




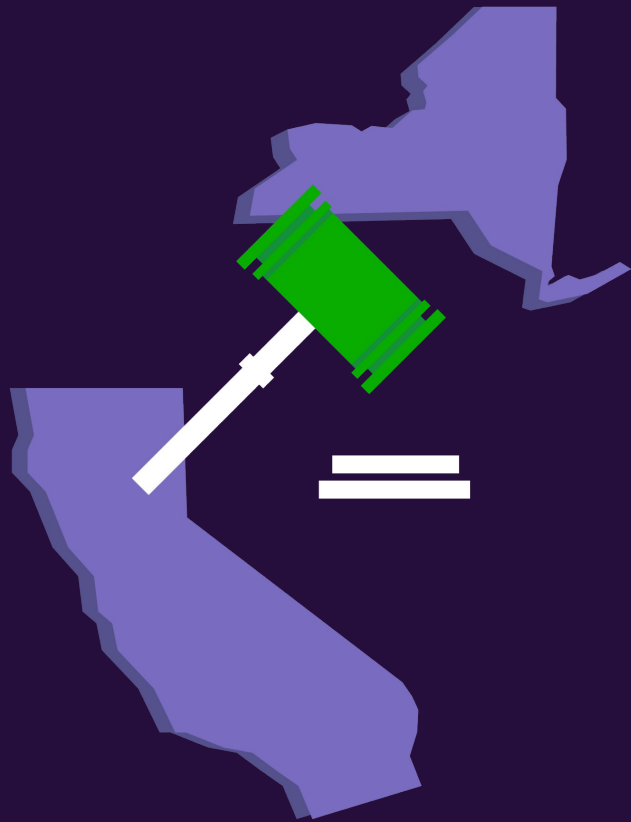
# The Senators Speak: Understanding the NY & CA Pay Transparency Laws

We will begin shortly.

This webinar is being recorded and will be shared with all registrants.



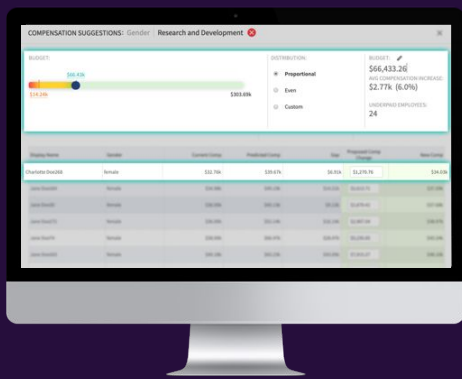
We have live transcript enabled for this webinar.  
If you would like to use this feature, please turn  
on this setting in your Zoom toolbar now.



## AGENDA

- 01 Intro & housekeeping
- 02 What do the NY & CA pay transparency laws require?
- 03 What's behind these laws?
- 04 Q&A

The information provided herein does not, and is not intended to, constitute legal advice.  
All information, content, and materials are provided for general informational purposes only.



**COMPENSATION SUGGESTIONS:** Gender Research and Development ⌵

**AUGUST**

**DISTRIBUTION**

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- ☐ Even
- ☐ Custom

**SUGGEST**

\$66,433.26  
 4% OF CURRENT PAY (DECREASE)  
 \$2,77% (8.0%)  
 UNEMPLOYED EMPLOYEES: 24

Employee Name	Gender	Current Salary	Proportional Salary	Gap	Proportional Salary Change	New Salary
Elizabeth Dwyer	Female	\$22,750	\$29,675	\$6,925	\$2,78% (7%)	\$29,675
Elizabeth Dwyer	Female	\$29,675	\$39,563	\$9,888	\$3,33% (10%)	\$39,563
Elizabeth Dwyer	Female	\$39,563	\$51,419	\$11,856	\$2,99% (8%)	\$51,419
Elizabeth Dwyer	Female	\$51,419	\$67,226	\$15,807	\$3,07% (6%)	\$67,226
Elizabeth Dwyer	Female	\$67,226	\$88,000	\$20,774	\$3,09% (3%)	\$88,000
Elizabeth Dwyer	Female	\$88,000	\$115,313	\$27,313	\$3,10% (3%)	\$115,313



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## | Speakers



**Senator  
Monique Limón**

California State,  
District 19



**Senator  
Jessica Ramos**

New York State,  
13th Senate District

## | Moderator



**Christine  
Hendrickson**

VP of Strategic  
Initiatives at Syndio



# California and New York have lead the way on pay equity



- Both have strengthened **Equal Pay Act provisions**
- Both have **salary history bans**
- California was the first state in the nation to pass a **mandatory pay transparency statute**, New York has **pay reporting obligations for contractors**
- Both states leading on **pay scale transparency**



# California pay transparency bill

## SB 1162 “at a glance”

**Effective date:**  
January 2023

**Proactive pay scale disclosure:**  
Yes, in the job posting + provided  
to employees upon request

**Pay gap report:**  
Adds requirement to report  
median and mean pay gap and  
file separate contractor pay report

**Record retention:**  
Must maintain the job description  
and wage rate history for  
3+ years after employee terminates



# New York pay transparency bill

S9427A “at a glance”	
<b>Effective date:</b> September 2023	<b>Proactive pay scale disclosure:</b> Yes, in the job posting
<b>Pay gap report:</b> Not included in this bill	<b>Record retention:</b> Must provide the job description



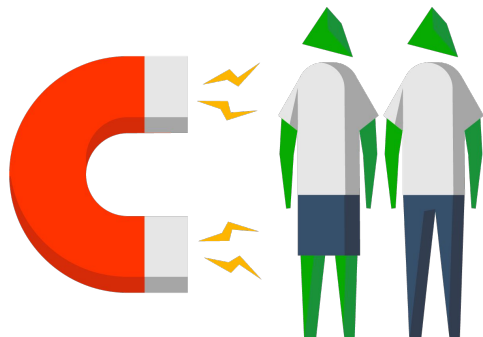


**Now let's talk with the Senators**





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(next episode with Steph Curry!)

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**Want to learn how Syndio can  
help you prepare for pay  
transparency legislation?**

**Christine Hendrickson**

**VP of Strategic Initiatives, Syndio**

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[linkedin.com/in/christine-hendrickson](https://www.linkedin.com/in/christine-hendrickson)

Or request a demo at  
**[synd.io/demo](https://synd.io/demo)**





# Thank you

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