

NYC Employers Adapting to Pay Transparency Law

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Michael Schmidt was quoted in *SHRM* discussing New York City's newly enacted pay transparency law which requires employers to include a good-faith salary range in job postings. Too wide of range can also cause morale problems among your current employees. "If you've got a range of \$40,000 to \$500,000, your current employees are going to see that. And if they're on the lower end of that spectrum, they're going to be at HR's door," said Michael. Know that it is unlawful to punish someone for "asking everybody what they are making or going on social media and complaining about their salary," he said.

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