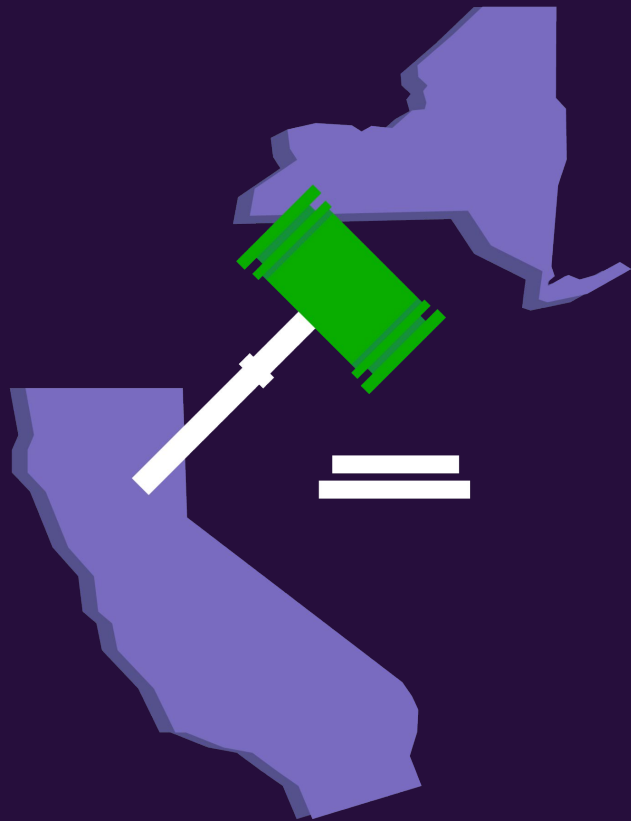


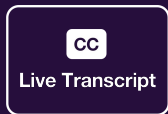


The Senators Speak: Understanding the NY & CA Pay Transparency Laws



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



Our mission is to build expert-backed technology that helps companies measure, achieve, and sustain workplace equity.



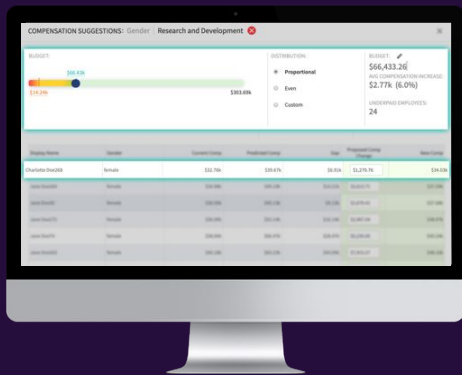
Workplace Equity Platform

Enterprise platform to analyze, resolve, and prevent disparities in pay and opportunities



Expert Support and Consulting

Legal best practices, statistics, reporting, and communications guidance and support



250+ industry leaders trust Syndio
including 30% of Fortune's Most Admired Companies



| 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”	
Effective date: September 2023	Proactive pay scale disclosure: Yes, in the job posting
Pay gap report: Not included in this bill	Record retention: Must provide the job description

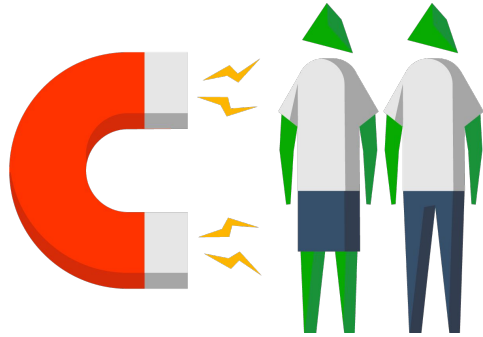




Now let's talk with the Senators



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webinar and podcast!



How to Retain Top Talent in the Current Economic Environment

Tuesday, February 21

Register:

SYNDIO.COM/WEBINARS



Check out The Shift podcast

(next episode with Steph Curry!)

SYNDIO.COM/PODCAST

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

Christine Hendrickson

VP of Strategic Initiatives, Syndio

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Or request a demo at

synd.io/demo





Thank you

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