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**THE SENATE
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Senator Brouk, Members of Rochester Delegation Sign On to Bill Requiring Pay Transparency

The legislation will require employers to disclose compensation or range of compensation to applicants and employees.

ALBANY, NY — State Senator Samra Brouk (SD-55) signed on as a cosponsor to S.5598B /A.6529A, which would require employers to disclose compensation or pay ranges to applicants and employees. Senator Brouk signed onto this legislation in August, in honor of Black Women's Equal Pay today. Now, in October, as local organizers acknowledge Latina Equal Pay Day on the 21st, additional members of the Rochester delegation are joining Senator Brouk in support of this legislation. Rochester co-sponsors of this bill include Assemblymember Sarah Clark, Assemblymember Jennifer Lunsford, Assemblymember Harry Bronson, and Assemblymember Demond Meeks.

This legislation seeks to address systemic pay inequity and discrimination through increased pay transparency, requiring employers to disclose critical information about compensation and benefits to applicants and employees immediately upon issuing a new job opportunity.

State Senator Samra Brouk said, "I have experienced pay inequity in my own career. After returning from the Peace Corps, it wasn't until 6 months after starting my first job that I was speaking with a white male friend, who held the same position as I did, who disclosed that he was making significantly more

than I was. If not for his transparency, I would have never known to advocate for myself. We need systemic change to ensure that workers like myself don't have to rely on individual allies to receive fair pay. That's why I'm proud to be a co-sponsor for the Salary Range Transparency Bill, and grateful to my colleagues in the Rochester delegation for their support of this life changing legislation."

Assemblymember Sarah Clark said, "Pay equity for women starts with pay transparency for all. Often the barrier for equity is the lack of knowledge and information regarding the wages paid to other employees. For far too long women have been paid less to do the same job as their male colleagues, and we know this disproportionately affects latina women and women of color. We can end pay inequities due to secrecy; that is why I'm proud to co-sponsor the Salary Range Transparency Bill, which requires employers to disclose critical information regarding compensation. This is a needed first step towards ending wage disparities."

Assemblymember Jennifer Lunsford said, "Ensuring transparency in compensation is the best tool we have for eliminating the systemic pay gaps that exist in our society. By providing a legal avenue for workers to discover how their pay matches up with their peers we can better expose the hidden biases that perpetuate the disparities in our labor market."

Assemblymember Harry Bronson said, "Nationally, pay inequality also negatively effects the LGBTQ community with gay men, lesbians and transgender individuals earning between 5% and 32% less for every dollar earned by straight cisgender white men. These wage and income disparity, in part, explain why gay and transgender families are more likely to live in poverty. Children being raised by same-sex couples are twice as likely to live in poverty compared to children living in households with heterosexual married parents. I am proud to join my colleagues in supporting this legislation that will help put an end to this form of discrimination."

Assemblymember Demond Meeks said, "In 2021, at a time when many in our community are working longer hours in more dangerous conditions, Latina women earned 55 cents on the dollar in comparison to their white male counterparts. A contributing factor to this pay gap is the exclusion of salary range and compensation by employers on their job postings. These secretive hiring practices are exploitative, unjust, and create economic instability for the most vulnerable members of our communities. I support passing the Salary Range Transparency Bill to implement honest and equitable hiring practices for all New Yorkers."

Monroe County Legislator & Pay Equity Advocate Yversha Roman said, "Eighty percent of Rochester's children, in households led by mothers who are sole breadwinners, live in poverty. On Latina Equal Pay Day, we highlight the fact that salary secrecy, not knowing how much your work is worth, perpetuates pay inequity and economic insecurity for Latinas and Black women and their families. We must continue to advocate for salary transparency."

The Salary Range Transparency Bill is currently in committee in both houses of the legislature. Those who are interested in learning more about Latina Equal Pay Day can visit www.LatinaPayEquity.com.

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Senate Mental Health Committee Chair Samra Brouk (pronounced Sahn-ra Brewk) represents the incredibly diverse 55th Senate District, stretching from the southern shores of Lake Ontario, through Rochester's Neighborhood of the Arts, and south to Finger Lakes wine country. It includes Victor, East Bloomfield, West Bloomfield, Richmond, Bristol, South Bristol, Canadice, and Naples in Ontario County and Rush, Mendon, Pittsford, Perinton, Penfield, East Rochester, and Irondequoit, plus the east side of the City of Rochester in Monroe County. In addition to serving as Chair of the Mental Health Committee, Senator Brouk sits on Health, Education, Elections, Women's Issues, Aging, and Alcoholism and Substance Abuse committees.