



40 Worth Street, 10th Floor, New York, NY 10013 | t: 212.430.5982 | info@abetterbalance.org | abetterbalance.org

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CONTACT

Rachel Sica

rsica@abetterbalance.org

516-984-1467

**IN 2018 STATE OF THE STATE ADDRESS
GOVERNOR CUOMO ANNOUNCES PROPOSALS TO
COMBAT SEXUAL HARASSMENT, END TIPPED MINIMUM
WAGE**

New York—Today, in his 2018 State of the State address, Governor Cuomo announced several legislative proposals to combat sexual harassment in the workplace and promote workers' rights.

The Governor directed Commissioner of Labor Roberta Reardon to hold public hearings to assess whether to end the sub-minimum wage for tipped workers. The tipped minimum wage affects low-wage workers, particularly restaurant workers, the overwhelming majority of whom are women and often endure high rates of sexual harassment from customers and colleagues.

To combat sexual harassment in the workplace, a rampant problem in industries statewide, Governor Cuomo offered several legislative proposals. "There must be zero tolerance for sexual harassment in any workplace," Governor Cuomo said. "And we can and will end the secrecy and coercive practices that have enabled harassment for far too long."

The proposals include preventing public funds from being used to settle sexual harassment claims against individuals, voiding forced arbitration policies in employee contracts, and requiring companies that contract with the state to disclose the number of sexual harassment adjudications and nondisclosure agreements they have executed. Several of these proposals parallel recommendations A Better Balance offered in our testimony before the New York City Commission on Human Rights last month.

"New York has long been a leader in supporting and advancing women's rights, and the fight for a harassment-free workplace is a key part of advancing women's equality," said Dina Bakst, co-President of A Better Balance. "Governor Cuomo's multi-pronged proposal to combat sexual harassment tells women, especially low-income women who face some of the highest rates of harassment in the workplace, that New York has heard them, and will help ensure that all New York women work in a safe and equal workplace."

A Better Balance will continue to work closely to advocate for these policy changes and to advocate for strong workplace protections for all New Yorkers.

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