

CITY COUNCIL
CITY OF NEW YORK

----- X

TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL SERVICE AND LABOR

----- X

December 18, 2017

Start: 2:54 p.m.

Recess: 3:11 p.m.

HELD AT: 250 Broadway - Committee Rm.
16th Fl

B E F O R E: COSTA CONSTANTINIDES
Acting Chairperson

COUNCIL MEMBERS: Elizabeth Crowley
Daniel Dromm
Robert E. Cornegy, Jr.

A P P E A R A N C E S (CONTINUED)

2 [sound check, pause] [gavel]

3 CHAIRPERSON CONSTANTINIDES: Alright.

4 Good afternoon and thank you for being here today.

5 My name is Costa Constantinides. I'm a member of the
6 Civil Service and Labor Committee. Unfortunately,
7 Chairman Miller could not be with us today so I'll be
8 presiding over this vote. Today, we'll be voting on
9 Proposed Intro 1399-A. Intro 1399-A is a Local Law
10 protecting employees who seek temporary changes to
11 work schedules for personal events, and certain other
12 scheduled changes. This bill has been introduced by
13 Council Member Rose, and will protect against any
14 retaliation from employers that are requesting work
15 schedule changes. Many people find themselves in
16 needs of changing the schedule temporarily due to
17 personal events that occur in their life. Many of
18 these events may be unpredictable. So, this bill
19 allows employees to balance work and their personal
20 life effectively without having to lose one or the
21 other. Under this bill, an employer or an employee
22 would have to follow a clear process for
23 communicating regarding such work schedule changes
24 including putting the communication in writing.
25 Employers are allowed to deny the request if an

2 employee has already used the two days allotted under
3 this bill. In addition, this bill would not
4 effectively granted by Earned Safe and Sick Time Act
5 or an employer's obligation to provide a reasonable
6 accommodation required under another city, state or
7 federal law such as religious observance, disability,
8 pregnancy, child birth or a related medical
9 condition. Also, 1399-A will specifically exempt
10 employees covered by certain collective bargaining
11 agreements; employees who have worked for an employer
12 for fewer than 120 days or who worked in the city for
13 fewer than 80 hours in a calendar year; employees in
14 the entertainment industry, theater, film, television
15 and live unless they have office, operational or
16 building services positions. The bill is the right
17 step to ensure that employees do to unforeseen
18 circumstances have the ability to adjust their work
19 schedule. I would like to acknowledge the members of
20 the Civil Service and Labor Committee who have joined
21 us. Matt--I would also like to thank the committee
22 staff and also members of the Committee, Robert
23 Cornegy from Brooklyn and Council Member Danny Dromm
24 from Queens. I would like to thank the Committee
25 staff: Matthew Carlin, our Counsel; Keven Katowski

2 our Policy Analyst and Kendall Stephenson our
3 Financial Analyst. I know that Brandon Clark from
4 Council Member Miller's Office is here. I know he
5 did work—a lot of work on this bill. So, I want to
6 thank him as well. With that, I would ask the Clerk
7 to call the roll.

8 CLERK: Committee Clerk Matthew
9 Distefano, Committee on Civil Service and Labor.
10 Roll call vote to approve Intro No. 1399-A. Acting
11 Chair Constantinides.

12 CHAIRPERSON CONSTANTINIDES: I vote aye.

13 CLERK: Dromm.

14 COUNCIL MEMBER DROMM: Aye.

15 CLERK: Cornegy.

16 COUNCIL MEMBER CORNEGY: Aye.

17 CLERK: By a vote of 3 in the
18 affirmative, 0 in the negative and no abstentions,
19 the item has been adopted.

20 CHAIRPERSON CONSTANTINIDES: At this
21 time, we'll ask to leave the vote open for
22 [background comments] Council Member Crowley. Thank
23 you. [pause]

24

25

1 COMMITTEE ON CIVIL SERVICE AND LABOR

6

2 CLERK: Continuation of roll call,
3 Committee on Civil Service and Labor. Roll call on
4 Intro 1399-A. Council Member Crowley.

5 COUNCIL MEMBER CROWLEY: I vote aye.

6 CLERK: The vote now stands at 4 in the
7 affirmative, 0 in the negative and no abstentions. T
8 Thank you. [background comments]

9 MALE SPEAKER: Yeah, I was going to gavel
10 that, and this meeting of the Civil Service and Labor
11 Committee is now adjourned. [gavel]

12

13

14

15

16

17

18

19

20

21

22

23

24

25

C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date January 7, 2018