

Plain Language Summary Template

CURRENT INTRODUCTION NUMBER:

[Int. No. 649](#)

PRIME SPONSORS:

Council Members Dromm, Arroyo, Chin, Rose and Mendez

TITLE:

A Local Law to amend the administrative code of the City of New York, in relation to rescinding a waiver to the right to file a claim under the human rights law.

BILL SUMMARY:

This plain language summary is for informational purposes only and does not substitute for legal counsel. For more information, you should review the [full text of the bill](#), which is available online at legistar.council.nyc.gov.

The New York City Human Rights Law prohibits many forms of employment discrimination. This bill would require that any waiver of a right or claim under the Human Rights Law be knowing and voluntary. The bill would create specific and stringent standards to demonstrate knowing and voluntary waiver- including, amongst other requirements, a requirement that the waiver be in writing and understood by the employee.

CODE SECTIONS AFFECTED:

- Adds Administrative Code §8-503.

EFFECTIVE DATE:

One hundred and twenty days after enactment into law.

NOTE: When reading the [full text of the bill](#) online at legistar.council.nyc.gov, language that is enclosed by [brackets] is proposed to be removed, and language that is underlined is proposed to be added.