



**THE COUNCIL OF THE CITY OF NEW YORK**  
**FINANCE DIVISION**  
**PRESTON NIBLACK, DIRECTOR**  
**FISCAL IMPACT STATEMENT**

**PROPOSED INTRO. NO: 632-A**

**COMMITTEE: Civil Rights**

**TITLE:** To amend the City Human Rights Law in relation to an employer's provision of a reasonable accommodation for an employee's religious observance.

**SPONSORS:** Weprin, Chin, Fidler, James, Koslowitz, Van Bramer, Rose, Levin

**SUMMARY OF LEGISLATION:** Proposed Int. No. 632-A seeks to ensure that workers are protected from religious discrimination in the workplace and clarifies the Council's intentions to provide greater protection to workers under the City Human Rights Law than the federal human rights provisions provide. In addition, this would make the City Human Rights Law consistent with the State Human Rights Law in relation to protecting workers from religious discrimination in the workplace. Under the current law, an employer is required to provide a reasonable accommodation for an employee's religious observance so long as it does not cause an undue hardship for the employer. The current law does not, however, provide a definition of undue hardship nor does it set forth factors to be considered. This legislation would amend the City Human Rights Law by defining "undue hardship" as an "accommodation requiring significant expense or difficulty" and provide factors to be considered when determining whether an employer has met his or her duty to provide a reasonable accommodation for religious observance.

**EFFECTIVE DATE:** This local law would take effect immediately.

**FISCAL YEAR IN WHICH FULL FISCAL IMPACT ANTICIPATED:** N/A

**FISCAL IMPACT STATEMENT:**

	Effective FY12	FY Succeeding Effective FY13	Full Fiscal Impact FY12
Revenues (+)	\$0	\$0	\$0
Expenditures (-)	\$0	\$0	\$0
Net	\$0	\$0	\$0

**IMPACT ON REVENUES:** There would be no impact on revenues by the enactment of this legislation.

**IMPACT ON EXPENDITURES:** N/A

**SOURCE OF FUNDS TO COVER ESTIMATED COSTS:** N/A

**SOURCE OF INFORMATION:** City Council Finance Division

**ESTIMATE PREPARED BY:** Pakhi Sengupta, Principal Legislative Financial Analyst  
Latonia McKinney, Deputy Director

**HISTORY:** Introduced as Intro. 632 by the Council on June 29, 2011 and referred to the Committee on Civil Rights. On June 30, 2011, Intro. 632 was considered by the Committee and laid over. On August 16, 2011, an amended version, Proposed Intro 632-A will be considered and voted out by the Committee. Proposed Intro 632-A is scheduled to be voted out by the full Council on August 17, 2011.

**DATE SUBMITTED TO COUNCIL:** June 29, 2011