

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON AGING

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November 19, 2020

Start: 11:35 AM

Recess: 11:46 AM

HELD AT: REMOTE HEARING (VIRTUAL ROOM 1)

B E F O R E: MARGARET S. CHIN

COUNCIL MEMBERS: DIANA AYALA
CHAIM M. DEUTSCH
RUBEN DIAZ, SR.
MATHIEU EUGENE
MARK TREYGER
PAUL A. VALLONE

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

2 Okay, the last things is up. Sergeant
3 Hope if you could record for the call please.

4 SERGEANT HOPE: Recording started.

5 SERGEANT-AT-ARMS: Thank you. Good
6 morning everyone and welcome to the committee, to the
7 committee vote on Aging. At this time would all
8 panelists please turn on your video. Once again,
9 would all panelists please turn on your video. To
10 minimize disruption please place electron devices to
11 vibrate or silent. Thank you for your cooperation.
12 We are ready to begin.

13 CHAIRPERSON CHIN: Good morning. We are
14 joined by Council Member Eugene, Council Member
15 Deutsch, Treyger, Vallone and Council Member Ayala.
16 Today the Aging Committee will vote on our long
17 awaited age discrimination package. This is an
18 historic package of legislation that seeks to address
19 and help combat a prevailing issue that will affect
20 all of us, age discrimination in the workplace. The
21 committee will vote today specifically on Intro 1693-
22 A, Proposed Intro 1694-A and proposed Intro 1695-A,
23 all of which I am proud to sponsor. Proposed Intro
24 1693-A would require two things. First, it would
25 require the Department for the Aging, DFTA to provide

2 guidance and support to the Center for Older
3 Workforce Development as created by Proposed Intro
4 1694-A, and second, the bill would require the
5 existing charter created DFTA Advisory Council to
6 develop recommendations on how the City can address
7 age discrimination in the workplace and help develop
8 the older worker adult workforce. In addition to the
9 yearly reports that the Advisory Council already
10 submits to the Mayor every two years, the Advisory
11 Council now, which is required to submit a
12 comprehensive report to the Mayor, the Speaker, and
13 the Center for Older Workforce Development on age
14 discrimination and how to better develop the older
15 adult workforce. The Advisory Committee would be
16 required to submit this bi-annual, biannual report
17 with its recommendations and findings starting
18 December 2021. Next, Proposed Intro 16984-A would
19 create an office dedicated to combatting ageism in
20 the workplace, and to developing the older workforce.
21 This new office called the Center for Older Workforce
22 Development would be established and placed by the
23 Mayor and have such duties and power as advising and
24 assisting the Mayor in coordinating agencies involved
25 in the Workforce Development programs for older

2 adults, assisting older adults to join or rejoin the
3 workforce creating a centralized workforce
4 development website for older adults and promoting
5 the inclusion of retention of older workers in the
6 municipal workforce. The Center would additionally
7 be required to submit an annual report to the Mayor
8 and to the City Council on its activities. Finally,
9 Proposed Intro 1695-A would require the New York City
10 Commission on Human Rights to conduct a two-year
11 study related to age discrimination in the workplace
12 beginning January, 2022 for a period of two years.
13 CCHR would design and implement a variety of methods
14 to assess the presence of age discrimination in the
15 workplace including by looking at workplace and
16 employment practices, acknowledging and policies. The
17 bill would also require CCHR to include in it's
18 annual report the findings of the two-year Age
19 Discrimination in the Workplace Study and to submit
20 the report to the Speaker on or before September 30,
21 2024. Age discrimination in the workplace is a real
22 issue, although it does not receive much attention.
23 It impacts a large majority of older adults. In
24 Fiscal Year 2019 for example, age discrimination
25 accounts for 21.4% of all complaints made to the U.S.

2 Equal Employment Opportunity Commission. That's more
3 than 15,000 age discrimination complaints filed, and
4 it's not just a national problem. As reported by the
5 New York City Commission on Human Rights of the 125
6 queries that they receive about age discrimination in
7 Fiscal Year 20, 92 of them or 72% were specifically
8 related to age discrimination in employment. This is
9 unacceptable, and simply cannot happen. Our city's
10 older workers are among the most experienced and
11 knowledgeable worker in New York City. They serve as
12 an invaluable asset to the workforce, and it is
13 extremely important that we understand the issue
14 fully and protect them from unfair and illegal
15 discrimination, and I believe that this age
16 discrimination package is a step forward in doing
17 just that. I also want to congratulate Council Member
18 Ayala. She also has two bills in this package, but
19 it's not voted on as this committee. So, together we
20 have five bills working on age discrimination, and I
21 also wanted to thank all the advocates and, of
22 course, our Committee Counsel Nusard Tadari (sic) for
23 really working hard negotiating this along with, you
24 know, Colina and my Legislative team on this, and
25 hopefully we will really draw a lot more attention to

2 this age discrimination because people say that: Oh,
3 discrimination against older workers, and you're
4 talking about seniors who are 60's or in their 70's.
5 No. It starts as early as 40's and we had a wonderful
6 year last year, and I'm so glad that we're finally
7 coming to a vote, and I thank all my colleagues for
8 your support and are there any questions or comments
9 before we call the vote? Otherwise, I will ask the
10 Clerk to open the vote.

11 CLERK: Good morning, William Martin,
12 Committee Clerk, roll call vote Committee on Aging.
13 The bills are coupled. Chair Chin.

14 CHAIRPERSON CHIN: I vote aye on all.

15 CLERK: Eugene.

16 COUNCIL MEMBER EUGENE: (inaudible)

17 CLERK: You're muted, Council Member.

18 Council Member Eugene.

19 COUNCIL MEMBER EUGENE: I vote aye.

20 CLERK: Thank you, sir.

21 COUNCIL MEMBER EUGENE: Thank you very
22 much.

23 CLERK: Deutsch.

24 COUNCIL MEMBER DEUTSCH: Aye on all.

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2 CLERK: Treyger.

3 COUNCIL MEMBER TREYGER: Aye.

4 CLERK: Vallone.

5 COUNCIL MEMBER VALLONE: Well done Chair
6 on your major victory. I proudly vote aye.

7 COUNCIL MEMBER CHIN: Thank you.

8 CLERK: Ayala.

9 COUNCIL MEMBER AYALA: Congratulations
10 Chair Chin, and I vote aye as well.

11 CLERK: By a vote of 6 in the
12 affirmative, zero in the negative and no abstentions,
13 all items have been adopted by the committee.

14 COUNCIL MEMBER CHIN: Should we stay open
15 for a few minutes for other Council Members? I
16 thought Council Member Treyger was gone.

17 CLERK: Council Member Diaz is the
18 outstanding committee member.

19 COUNCIL MEMBER CHIN: Oh, okay. So, do
20 we have to keep the vote open or...?

21 FEMALE SPEAKER: Chair, we could keep it
22 open for a couple of minutes if you'd like.

23 COUNCIL MEMBER CHIN: Okay. So, we wait
24 another five minutes.

25 FEMALE SPEAKER: Yes.

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2 COUNCIL MEMBER CHIN: Oh, this cold
3 weather is just too much. (pause) Did they vote on
4 the Human Rights Committee already or the...? I think
5 Council Member Ayala bill is...

6 CLERK: But that's next.

7 COUNCIL MEMBER CHIN: Oh, that's next.
8 Oh, okay.

9 CLERK: That committee follows yes.

10 COUNCIL MEMBER CHIN: Oh, okay. Okay. I
11 think we can close the hearing because Council Member
12 Diaz is not available. Okay, okay.

13 FEMALE SPEAKER: If you can just...

14 COUNCIL MEMBER CHIN: (gavel) The hearing
15 is adjourned. Thank you everyone. You, too.

16 FEMALE SPEAKER: Okay.

17 FEMALE SPEAKER: I stopped the live using
18 it.

19 COUNCIL MEMBER CHIN: Okay. Okay we're
20 not live any more, right?

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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 December 1, 2020