

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL AND HUMAN RIGHTS

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September 12, 2019

Start: 9:46 a.m.

Recess: 10:13 a.m.

HELD AT: Committee Room - City Hall

B E F O R E: MATHIEU EUGENE
Chairperson

COUNCIL MEMBERS: Daniel Dromm
Brad S. Lander
Bill Perkins
Ydanis A. Rodriguez

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

2 [sound check] [pause]

3 COUNCIL MEMBER LANDER: Alright. [gavel]

4 Good morning. My name is Brad Lander and I'm sitting

5 in as Chair of the Civil and Rights-Human-Civil and

6 Human Rights Committee for Chair Mathieu Eugene, and

7 we're joined as well by Council Members Ydanis

8 Rodriguez and from Manhattan and Danny Dromm from

9 Brooklyn and the Civil Committee. Today the

10 Committee will be voting on Intro 136-A, which I'm

11 proud to be the lead sponsor for to strengthen and

12 expand protections for workers under New York City's

13 Human Rights Law. Corporations in recent years have

14 increasingly been using various forms of independent

15 contractors and freelancers, and contingent work.

16 It's estimated that as many as 1.3 million New

17 Yorkers maybe a third of the workforce is freelance

18 independent contractors at this point, and the New

19 York City Human Rights Law as strong as it is and

20 with as many protections that it has to protect

21 people from discrimination based on race, religion,

22 gender identity, sexual orientation, age, sexual

23 harassment is not clear on whether it covers

24 independent contractors and freelancers. Intro 136-A

25 will end that on unclarity. What that has meant is

1 when Angela Adonna an African-American freelancer, a
2 make-up artist and fashion professional was treated
3 with blatant racism by her agent who gave her all her
4 work. She had no recourse to complain about that
5 racism without being afraid that she would lose her
6 all her jobs or when Carolina Salas or Aaron Biardi
7 faced sexual harassment and—and sexual abuse they did
8 not have a Human Rights Department or anywhere clear
9 to go. Intro 136-A will remedy that by adding
10 independent contractors and freelancers so that they
11 clearly have protections from the discrimination and
12 harassment under the New York City Human Rights Law,
13 and in addition, the law also equates some additional
14 clarity right now businesses with four or more
15 employees are required to comply with Human Rights
16 Laws, but the law in that case as well is unclear on
17 whether independent contractors and freelancers are
18 considered employees for purposes of the law. This
19 law clarifies that that they are. In addition to have
20 protections themselves, they count toward the four
21 employee number, and it also clarifies that if you've
22 had four workers within 12 months of the incident
23 that is how to count to the four employee
24 requirement. So, it's an exciting day. I'm glad
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2 that we're joined by-by Carolina, and we were joined
3 downstairs by several other members of the
4 Freelancers Union. I want to say a big thank you to
5 the Freelancers Union and Kaitlyn Pierce for bringing
6 this to our attention, helping get it passed. A big
7 thank you to Albelkese (sp?) for working on the bill
8 and to my staff Julia Herman, Naomi Dann and Scott
9 Sakowski (sp?) and I hope that my council seeks to
10 pass-pass this bill. Thank you. Oh, I've got to
11 call-I'm going to pass it over to attorneys (sic)
12 then. Alright, we will now proceed to the vote and I
13 ask the Clerk to call the roll. Thank you.

14 CLERK: William Martin, Committee Clerk,
15 roll call vote Committee on Civil and Human Rights,
16 Introduction 136-A. Council Member Lander.

17 COUNCIL MEMBER LANDER: Enthusiastically
18 aye.

19 CLERK: Dromm.

20 COUNCIL MEMBER DROMM: Aye.

21 CLERK: Rodriguez.

22 COUNCIL MEMBER RODRIGUEZ: Aye

23 CLERK: By a vote of 3 in the
24 affirmative, 0 in the negative and no abstention, the
25 item has been adopted by the Committee.

1 COMMITTEE ON CIVIL AND HUMAN RIGHTS

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2 COUNCIL MEMBER LANDER: Thank you. We're
3 going to hold the roll open for a little while. Thank
4 you. Thank you, thanks very much. Good. [pause]

5 CLERK: Continuation roll call the
6 Committee on Civil and Human Rights, Introduction
7 136-A. Council Member Perkins.

8 COUNCIL MEMBER PERKINS: I vote aye.

9 CLERK: The vote is now currently at four
10 in the affirmative. [pause]

11 CLERK: Continuation roll call vote,
12 Committee on Civil and Human Rights, Introduction
13 136-A, Chair Eugene

14 CHAIRPERSON EUGENE: I vote aye.

15 CLERK: Final vote in this committee the
16 item has been adopted by a vote of 5 in the
17 affirmative, 0 in the negative and not abstentions.
18 (pause)

19 CHAIRPERSON EUGENE: This meeting is
20 adjourned.

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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 September 15, 2019