



**THE COUNCIL OF THE CITY OF NEW YORK
FINANCE DIVISION**

LATONIA MCKINNEY, DIRECTOR

FISCAL IMPACT STATEMENT

PROPOSED INT. NO: 1695-A

COMMITTEE: Aging

TITLE: A Local Law in relation to studying age discrimination in the workplace

SPONSORS: By Council Members Chin, Ayala, Rosenthal, Rivera, Koslowitz, Gibson, Louis, Adams, Kallos, Eugene, Diaz, Vallone and Rose

SUMMARY OF LEGISLATION: Proposed Int. No. 1695-A would require the New York City Commission on Human Rights (CCHR) to conduct a two-year study related to age discrimination in the workplace. Beginning in January 2022, and lasting for a period of two years, CCHR would design and implement a variety of methods to assess the presence of age discrimination in the workplace, including workplace and employment practices, technologies, and policies. The bill would also require CCHR to include in its annual report the findings of the study and to submit the report to the Speaker on or before September 30, 2024.

EFFECTIVE DATE: This local law would take effect immediately upon enactment.

FISCAL YEAR IN WHICH FULL FISCAL IMPACT ANTICIPATED: Fiscal 2022

FISCAL IMPACT STATEMENT:

| | Effective FY21 | FY Succeeding Effective FY22 | Full Fiscal Impact FY25 |
|---------------------|-----------------------|-------------------------------------|--------------------------------|
| Revenues | \$0 | \$0 | \$0 |
| Expenditures | \$0 | \$0 | \$0 |
| Net | \$0 | \$0 | \$0 |

IMPACT ON REVENUES: It is anticipated that there would be no impact on revenues resulting from the enactment of this legislation.

IMPACT ON EXPENDITURES: It is anticipated that there would be no impact on expenditures resulting from the enactment of this legislation, because existing staff and resources at CCHR would be used to implement the study and generate the report.

SOURCE OF FUNDS TO COVER ESTIMATED COSTS: N/A

SOURCE OF INFORMATION: New York City Council Finance Division
Mayor's Office of City Legislative Affairs

ESTIMATE PREPARED BY: Daniel Kroop, Senior Financial Analyst

ESTIMATED REVIEWED BY: Regina Poreda Ryan, Deputy Director
Stephanie Ruiz, Assistant Counsel

LEGISLATIVE HISTORY: This legislation was introduced to the full Council as Int. No. 1695 on September 12, 2019 and was referred to the Committee on Aging (Committee). A hearing was held jointly by the Committee

and the Committee on Civil and Human Rights on October 8, 2019, and the bill was laid over. The legislation was subsequently amended and the amended legislation, Proposed Int. No. 1695-A, will be considered by the Committee at a hearing on November 19, 2020. Following a successful vote by the Committee, Proposed Int. No. 1695-A will be submitted to the full Council for a vote on November 19, 2020.

DATE PREPARED: November 16, 2020