



Legislation Details (With Text)

File #: Int 0069-2024 **Version:** A **Name:** Prohibiting provisions in employment agreements that shorten the period in which claims and complaints of unlawful discriminatory practices, harassment or violence may be filed and in which civil actions may be commenced.

Type: Introduction **Status:** Enacted
In control: Committee on Civil and Human Rights

On agenda: 2/8/2024

Enactment date: 5/11/2024 **Enactment #:** 2024/062

Title: A Local Law to amend the administrative code of the city of New York, in relation to prohibiting provisions in employment agreements that shorten the period in which claims and complaints of unlawful discriminatory practices, harassment or violence may be filed and in which civil actions may be commenced

Sponsors: Lincoln Restler, Tiffany Cabán, Nantasha M. Williams, Althea V. Stevens, Jennifer Gutiérrez, Crystal Hudson, Erik D. Bottcher, Kevin C. Riley, Selvena N. Brooks-Powers, Lynn C. Schulman, Shahana K. Hanif, Carlina Rivera, Rita C. Joseph

Indexes:

Attachments: 1. Summary of Int. No. 69-A, 2. Summary of Int. No. 69, 3. Int. No. 69, 4. Hearing Testimony 6/26/23, 5. February 8, 2024 - Stated Meeting Agenda, 6. Hearing Transcript - Stated Meeting 2-8-24, 7. Committee Report 2/29/24, 8. Hearing Testimony 2/29/24, 9. Hearing Transcript 2/29/24, 10. Int. No. 69-A - 4/3/24, 11. Committee Report 4/11/24, 12. Hearing Transcript 4/11/24, 13. Committee Report - Stated Meeting 4/11/24, 14. April 11, 2024 - Stated Meeting Agenda, 15. Hearing Transcript - Stated Meeting 4-11-24, 16. Int. No. 69-A (FINAL), 17. Fiscal Impact Statement, 18. Legislative Documents - Letter to the Mayor, 19. Local Law 62, 20. Minutes of the Stated Meeting - February 8, 2024

Date	Ver.	Action By	Action	Result
2/8/2024	*	City Council	Introduced by Council	
2/8/2024	*	City Council	Referred to Comm by Council	
2/29/2024	*	Committee on Civil and Human Rights	Hearing Held by Committee	
2/29/2024	*	Committee on Civil and Human Rights	Laid Over by Committee	
2/29/2024	*	Committee on Consumer and Worker Protection	Hearing Held by Committee	
2/29/2024	*	Committee on Consumer and Worker Protection	Laid Over by Committee	
4/11/2024	*	Committee on Civil and Human Rights	Amendment Proposed by Comm	
4/11/2024	*	Committee on Civil and Human Rights	Amended by Committee	
4/11/2024	A	Committee on Civil and Human Rights	Approved by Committee	Pass
4/11/2024	*	Committee on Civil and Human Rights	Hearing Held by Committee	
4/11/2024	A	City Council	Approved by Council	Pass
4/11/2024	A	City Council	Sent to Mayor by Council	

5/11/2024	A	Administration	City Charter Rule Adopted
5/13/2024	A	City Council	Returned Unsigned by Mayor

Int. No. 69-A

By Council Members Restler, Cabán, Williams, Stevens, Gutiérrez, Hudson, Bottcher, Riley, Brooks-Powers, Schulman, Hanif, Rivera and Joseph

A Local Law to amend the administrative code of the city of New York, in relation to prohibiting provisions in employment agreements that shorten the period in which claims and complaints of unlawful discriminatory practices, harassment or violence may be filed and in which civil actions may be commenced

Be it enacted by the Council as follows:

Section 1. Section 8-109 of the administrative code of the city of New York is amended by adding a new subdivision (e-1) to read as follows:

(e-1) Any provision of an agreement involving an employer, employment agency, or agent thereof pertaining to terms of employment that purports to shorten the periods in which a complaint or claim may be filed pursuant to subdivision (e) is unenforceable and void as against public policy. Nothing in this subdivision shall be construed to affect the enforceability of any provision of any agreement other than a provision limiting the period in which a complaint or claim may be filed.

§ 2. Section 8-502 of the administrative code of the city of New York is amended by adding a new subdivision d-1 to read as follows:

d-1. Any provision of an agreement involving an employer, employment agency, or agent thereof pertaining to terms of employment that purports to shorten the periods in which a civil action may be commenced pursuant to subdivision d is unenforceable and void as against public policy. Nothing in this subdivision shall be construed to affect the enforceability of any provision of any agreement other than a provision limiting the period in which a civil action may be commenced.

§ 3. This local law takes effect immediately.

4/2/2024 1:34 PM

Session 12

NAB

LS #10965

11/17/22 11:00AM