



Legislation Details (With Text)

File #: Int 1064-2024 **Version:** * **Name:** Requiring transparency concerning promotional opportunities.

Type: Introduction **Status:** Laid Over in Committee

In control: Committee on Civil and Human Rights

On agenda: 9/26/2024

Enactment date: **Enactment #:**

Title: A Local Law to amend the administrative code of the city of New York, in relation to requiring transparency concerning promotional opportunities

Sponsors:

Indexes:

Attachments: 1. Summary of Int. No. 1064, 2. Int. No. 1064, 3. September 26, 2024 - Stated Meeting Agenda, 4. Hearing Transcript - Stated Meeting 9-26-24, 5. Committee Report 12/12/24, 6. Hearing Testimony 12/12/24, 7. Fiscal Impact Statement - City Council, 8. Fiscal Impact Statement - OMB, 9. Hearing Transcript 12/12/24

Date	Ver.	Action By	Action	Result
9/26/2024	*	City Council	Introduced by Council	
9/26/2024	*	City Council	Referred to Comm by Council	
12/12/2024	*	Committee on Civil and Human Rights	Hearing Held by Committee	
12/12/2024	*	Committee on Civil and Human Rights	Laid Over by Committee	

Int. No. 1064

By Council Members Williams, Farías, Cabán, Nurse, Stevens, Gutiérrez, Hanks, Banks, Ung, Krishnan, Marte, Louis, Hanif, De La Rosa and Hudson

A Local Law to amend the administrative code of the city of New York, in relation to requiring transparency concerning promotional opportunities

Be it enacted by the Council as follows:

Section 1. Section 8-102 of the administrative code of the city of New York is amended by adding a new definition of “job opportunity” in alphabetical order to read as follows:

Job opportunity. The term “job opportunity” means current or anticipated vacancy for which the employer is considering a candidate or candidates or interviewing a candidate or candidates or that the employer externally posts.

§ 2. Section 8-107 of the administrative code of the city of New York is amended by adding a new

subdivision 33 to read as follows:

33. Employment; transparency in employment opportunity.

(a) It shall be an unlawful discriminatory practice for an employer to fail to make reasonable efforts to make a job opportunity known to all employees on the same calendar day and prior to the date on which the employer makes a selection decision.

(b) It shall be an unlawful discriminatory practice for an employer to select a candidate to fill a job opportunity without making reasonable efforts to announce, post or otherwise make known the following information to, at a minimum, the employees with whom the employer intends the selected candidate to work with regularly, within thirty calendar days after such candidate begins working in the position:

(1) The name of the candidate selected for the job opportunity;

(2) The selected candidate's former job title if selected while already employed by the employer;

(3) The selected candidate's new job title; and

(4) Information on how employees may demonstrate interest in similar job opportunities in the future.

(c) The provisions of this subdivision shall only apply to employers with more than 100 employees.

§ 3. This local law takes effect 120 days after it becomes law.

SS
LS #15465
9/2/24