



Legislation Text

---

**File #:** Int 0069-2024, **Version:** A

---

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.

Session 13

NAB/JLB

LS #10965

4/2/2024 1:34 PM

Session 12

NAB

LS #10965

11/17/22 11:00AM