



Legislation Text

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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.

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