

**LOCAL LAWS  
OF  
THE CITY OF NEW YORK  
FOR THE YEAR 2024**

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**No. 62**

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Introduced 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.

THE CITY OF NEW YORK, OFFICE OF THE CITY CLERK, s.s.:

I hereby certify that the foregoing is a true copy of a local law of The City of New York, passed by the Council on April 11, 2024 and returned unsigned by the Mayor on May 13, 2024.

MICHAEL M. McSWEENEY, City Clerk, Clerk of the Council.

CERTIFICATION OF CORPORATION COUNSEL

I hereby certify that the form of the enclosed local law (Local Law No. 62 of 2024, Council Int. No. 69-A of 2024) to be filed with the Secretary of State contains the correct text of the local law passed by the New York City Council, presented to the Mayor, and neither approved nor disapproved within thirty days thereafter.

SPENCER FISHER, Acting Corporation Counsel.