

# STATE OF NEW YORK

8153--A

## IN SENATE

January 26, 2022

Introduced by Sens. HOYLMAN, KAPLAN -- read twice and ordered printed, and when printed to be committed to the Committee on Investigations and Government Operations -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the executive law, in relation to prohibiting discrimination on the basis of a person's height or weight in opportunities of employment, housing, and access to public accommodations

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Paragraphs (a), (b), (c), (d) and (h) of subdivision 1,  
2 paragraphs (b), (c) and (d) of subdivision 1-a, paragraphs (a) and (b)  
3 of subdivision 2, paragraphs (a), (b), (c) and (c-1) of subdivision 2-a,  
4 subdivisions 3-b and 4, subparagraphs 1, 2 and 3 of paragraph (a),  
5 subparagraphs 1, 2 and 3 of paragraph (b), subparagraphs 1 and 2 of  
6 paragraph (c) and paragraph (d) of subdivision 5, paragraph (a) of  
7 subdivision 9 and subdivision 13 of section 296 of the executive law,  
8 paragraph (a) of subdivision 1 as separately amended by chapters 8 and  
9 176 of the laws of 2019, paragraphs (b), (c) and (d) of subdivision 1 as  
10 amended by chapter 8 of the laws of 2019 and paragraph (h) of subdivi-  
11 sion 1 as amended by chapter 161 of the laws of 2019, paragraphs (b),  
12 (c) and (d) of subdivision 1-a, paragraph (a) of subdivision 2, subdivi-  
13 sion 3-b, subparagraphs 1, 2 and 3 of paragraph (b) of subdivision 5,  
14 paragraph (a) of subdivision 9 and subdivision 13 as amended by chapter  
15 8 of the laws of 2019, paragraph (b) of subdivision 2 as amended by  
16 chapter 166 of the laws of 2000, paragraphs (a), (b), (c) and (c-1) of  
17 subdivision 2-a as amended by section 3 of part T of chapter 56 of the  
18 laws of 2019, subparagraphs 1 and 2 of paragraph (c) of subdivision 5 as  
19 amended by section 5 and paragraph (d) of subdivision 5 as amended by  
20 section 6 of part T of chapter 56 of the laws of 2019, subdivision 4 as  
21 separately amended by chapters 8 and 116 of the laws of 2019, subpara-  
22 graphs 1, 2 and 3 of paragraph (a) of subdivision 5 as amended by chap-  
23 ter 300 of the laws of 2021, are amended to read as follows:  
24 (a) For an employer or licensing agency, because of an individual's  
25 age, race, creed, color, national origin, sexual orientation, gender

EXPLANATION--Matter in italics (underscored) is new; matter in brackets  
[-] is old law to be omitted.

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1 identity or expression, military status, sex, height, weight, disabili-  
2 ty, predisposing genetic characteristics, familial status, marital  
3 status, or status as a victim of domestic violence, to refuse to hire or  
4 employ or to bar or to discharge from employment such individual or to  
5 discriminate against such individual in compensation or in terms, condi-  
6 tions or privileges of employment.

7 (b) For an employment agency to discriminate against any individual  
8 because of age, race, creed, color, national origin, sexual orientation,  
9 gender identity or expression, military status, sex, height, weight,  
10 disability, predisposing genetic characteristics, familial status, or  
11 marital status, in receiving, classifying, disposing or otherwise acting  
12 upon applications for its services or in referring an applicant or  
13 applicants to an employer or employers.

14 (c) For a labor organization, because of the age, race, creed, color,  
15 national origin, sexual orientation, gender identity or expression,  
16 military status, sex, height, weight, disability, predisposing genetic  
17 characteristics, familial status, or marital status of any individual,  
18 to exclude or to expel from its membership such individual or to  
19 discriminate in any way against any of its members or against any  
20 employer or any individual employed by an employer.

21 (d) For any employer or employment agency to print or circulate or  
22 cause to be printed or circulated any statement, advertisement or publi-  
23 cation, or to use any form of application for employment or to make any  
24 inquiry in connection with prospective employment, which expresses  
25 directly or indirectly, any limitation, specification or discrimination  
26 as to age, race, creed, color, national origin, sexual orientation,  
27 gender identity or expression, military status, sex, height, weight,  
28 disability, predisposing genetic characteristics, familial status, or  
29 marital status, or any intent to make any such limitation, specification  
30 or discrimination, unless based upon a bona fide occupational qualifica-  
31 tion; provided, however, that neither this paragraph nor any provision  
32 of this chapter or other law shall be construed to prohibit the depart-  
33 ment of civil service or the department of personnel of any city  
34 containing more than one county from requesting information from appli-  
35 cants for civil service examinations concerning any of the aforemen-  
36 tioned characteristics, other than sexual orientation, for the purpose  
37 of conducting studies to identify and resolve possible problems in  
38 recruitment and testing of members of minority groups to insure the  
39 fairest possible and equal opportunities for employment in the civil  
40 service for all persons, regardless of age, race, creed, color, national  
41 origin, sexual orientation or gender identity or expression, military  
42 status, sex, height, weight, disability, predisposing genetic character-  
43 istics, familial status, or marital status.

44 (h) For an employer, licensing agency, employment agency or labor  
45 organization to subject any individual to harassment because of an indi-  
46 vidual's age, race, creed, color, national origin, sexual orientation,  
47 gender identity or expression, military status, sex, height, weight,  
48 disability, predisposing genetic characteristics, familial status, mari-  
49 tal status, domestic violence victim status, or because the individual  
50 has opposed any practices forbidden under this article or because the  
51 individual has filed a complaint, testified or assisted in any proceed-  
52 ing under this article, regardless of whether such harassment would be  
53 considered severe or pervasive under precedent applied to harassment  
54 claims. Such harassment is an unlawful discriminatory practice when it  
55 subjects an individual to inferior terms, conditions or privileges of  
56 employment because of the individual's membership in one or more of

1 these protected categories. The fact that such individual did not make a  
2 complaint about the harassment to such employer, licensing agency,  
3 employment agency or labor organization shall not be determinative of  
4 whether such employer, licensing agency, employment agency or labor  
5 organization shall be liable. Nothing in this section shall imply that  
6 an employee must demonstrate the existence of an individual to whom the  
7 employee's treatment must be compared. It shall be an affirmative  
8 defense to liability under this subdivision that the harassing conduct  
9 does not rise above the level of what a reasonable victim of discrimi-  
10 nation with the same protected characteristic or characteristics would  
11 consider petty slights or trivial inconveniences.

12 (b) To deny to or withhold from any person because of race, creed,  
13 color, national origin, sexual orientation, gender identity or  
14 expression, military status, sex, height, weight, age, disability, fami-  
15 lial status, or marital status, the right to be admitted to or partic-  
16 ipate in a guidance program, an apprenticeship training program, on-the-  
17 job training program, executive training program, or other occupational  
18 training or retraining program;

19 (c) To discriminate against any person in his or her pursuit of such  
20 programs or to discriminate against such a person in the terms, condi-  
21 tions or privileges of such programs because of race, creed, color,  
22 national origin, sexual orientation, gender identity or expression,  
23 military status, sex, height, weight, age, disability, familial status  
24 or marital status;

25 (d) To print or circulate or cause to be printed or circulated any  
26 statement, advertisement or publication, or to use any form of applica-  
27 tion for such programs or to make any inquiry in connection with such  
28 program which expresses, directly or indirectly, any limitation, spec-  
29 ification or discrimination as to race, creed, color, national origin,  
30 sexual orientation, gender identity or expression, military status, sex,  
31 height, weight, age, disability, familial status or marital status, or  
32 any intention to make any such limitation, specification or discrimi-  
33 nation, unless based on a bona fide occupational qualification.

34 (a) It shall be an unlawful discriminatory practice for any person,  
35 being the owner, lessee, proprietor, manager, superintendent, agent or  
36 employee of any place of public accommodation, resort or amusement,  
37 because of the race, creed, color, national origin, sexual orientation,  
38 gender identity or expression, military status, sex, height, weight,  
39 disability or marital status of any person, directly or indirectly, to  
40 refuse, withhold from or deny to such person any of the accommodations,  
41 advantages, facilities or privileges thereof, including the extension of  
42 credit, or, directly or indirectly, to publish, circulate, issue,  
43 display, post or mail any written or printed communication, notice or  
44 advertisement, to the effect that any of the accommodations, advantages,  
45 facilities and privileges of any such place shall be refused, withheld  
46 from or denied to any person on account of race, creed, color, national  
47 origin, sexual orientation, gender identity or expression, military  
48 status, sex, height, weight, disability or marital status, or that the  
49 patronage or custom thereat of any person of or purporting to be of any  
50 particular race, creed, color, national origin, sexual orientation,  
51 gender identity or expression, military status, sex, height, weight or  
52 marital status, or having a disability is unwelcome, objectionable or  
53 not acceptable, desired or solicited.

54 (b) Nothing in this subdivision shall be construed to prevent the  
55 barring of any person, because of the sex of such person, from places of  
56 public accommodation, resort or amusement if the division grants an

1 exemption based on bona fide considerations of public policy; nor shall  
2 this subdivision apply to the rental of rooms in a housing accommodation  
3 which restricts such rental to individuals of one sex. Nothing in this  
4 subdivision shall be construed to prevent the barring of any person,  
5 because of height or weight of such person, from places of amusement for  
6 purposes of compliance with any established state, federal, or amusement  
7 industry safety standard.

8 (a) To refuse to sell, rent or lease or otherwise to deny to or with-  
9 hold from any person or group of persons such housing accommodations  
10 because of the race, creed, color, disability, national origin, sexual  
11 orientation, gender identity or expression, military status, age, sex,  
12 height, weight, marital status, lawful source of income or familial  
13 status of such person or persons, or to represent that any housing  
14 accommodation or land is not available for inspection, sale, rental or  
15 lease when in fact it is so available.

16 (b) To discriminate against any person because of his or her race,  
17 creed, color, disability, national origin, sexual orientation, gender  
18 identity or expression, military status, age, sex, height, weight, mari-  
19 tal status, lawful source of income or familial status in the terms,  
20 conditions or privileges of any publicly-assisted housing accommodations  
21 or in the furnishing of facilities or services in connection therewith.

22 (c) To cause to be made any written or oral inquiry or record concern-  
23 ing the race, creed, color, disability, national origin, sexual orien-  
24 tation, gender identity or expression, membership in the reserve armed  
25 forces of the United States or in the organized militia of the state,  
26 age, sex, height, weight, marital status, lawful source of income or  
27 familial status of a person seeking to rent or lease any publicly-as-  
28 sisted housing accommodation; provided, however, that nothing in this  
29 subdivision shall prohibit a member of the reserve armed forces of the  
30 United States or in the organized militia of the state from voluntarily  
31 disclosing such membership.

32 (c-1) To print or circulate or cause to be printed or circulated any  
33 statement, advertisement or publication, or to use any form of applica-  
34 tion for the purchase, rental or lease of such housing accommodation or  
35 to make any record or inquiry in connection with the prospective  
36 purchase, rental or lease of such a housing accommodation which  
37 expresses, directly or indirectly, any limitation, specification or  
38 discrimination as to race, creed, color, national origin, sexual orien-  
39 tation, gender identity or expression, military status, sex, height,  
40 weight, age, disability, marital status, lawful source of income or  
41 familial status, or any intent to make any such limitation, specifica-  
42 tion or discrimination.

43 3-b. It shall be an unlawful discriminatory practice for any real  
44 estate broker, real estate salesperson or employee or agent thereof or  
45 any other individual, corporation, partnership or organization for the  
46 purpose of inducing a real estate transaction from which any such person  
47 or any of its stockholders or members may benefit financially, to repre-  
48 sent that a change has occurred or will or may occur in the composition  
49 with respect to race, creed, color, national origin, sexual orientation,  
50 gender identity or expression, military status, sex, height, weight,  
51 disability, marital status, or familial status of the owners or occu-  
52 pants in the block, neighborhood or area in which the real property is  
53 located, and to represent, directly or indirectly, that this change will  
54 or may result in undesirable consequences in the block, neighborhood or  
55 area in which the real property is located, including but not limited to

1 the lowering of property values, an increase in criminal or anti-social  
2 behavior, or a decline in the quality of schools or other facilities.

3 4. It shall be an unlawful discriminatory practice for an educational  
4 institution to deny the use of its facilities to any person otherwise  
5 qualified, or to permit the harassment of any student or applicant, by  
6 reason of his race, color, religion, disability, national origin, sexual  
7 orientation, gender identity or expression, military status, sex,  
8 height, weight, age or marital status, except that any such institution  
9 which establishes or maintains a policy of educating persons of one sex  
10 exclusively may admit students of only one sex.

11 (1) To refuse to sell, rent, lease or otherwise to deny to or withhold  
12 from any person or group of persons such a housing accommodation because  
13 of the race, creed, color, national origin, sexual orientation, gender  
14 identity or expression, military status, sex, height, weight, age, disa-  
15 bility, marital status, lawful source of income or familial status of  
16 such person or persons, or to represent that any housing accommodation  
17 or land is not available for inspection, sale, rental or lease when in  
18 fact it is so available.

19 (2) To discriminate against any person because of race, creed, color,  
20 national origin, sexual orientation, gender identity or expression,  
21 military status, sex, height, weight, age, disability, marital status,  
22 lawful source of income or familial status in the terms, conditions or  
23 privileges of the sale, rental or lease of any such housing accommo-  
24 dation or in the furnishing of facilities or services in connection  
25 therewith.

26 (3) To print or circulate or cause to be printed or circulated any  
27 statement, advertisement or publication, or to use any form of applica-  
28 tion for the purchase, rental or lease of such housing accommodation or  
29 to make any record or inquiry in connection with the prospective  
30 purchase, rental or lease of such a housing accommodation which  
31 expresses, directly or indirectly, any limitation, specification or  
32 discrimination as to race, creed, color, national origin, sexual orien-  
33 tation, gender identity or expression, military status, sex, height,  
34 weight, age, disability, marital status, lawful source of income or  
35 familial status, or any intent to make any such limitation, specifica-  
36 tion or discrimination.

37 (1) To refuse to sell, rent, lease or otherwise deny to or withhold  
38 from any person or group of persons land or commercial space because of  
39 the race, creed, color, national origin, sexual orientation, gender  
40 identity or expression, military status, sex, height, weight, age, disa-  
41 bility, marital status, or familial status of such person or persons, or  
42 to represent that any housing accommodation or land is not available for  
43 inspection, sale, rental or lease when in fact it is so available;

44 (2) To discriminate against any person because of race, creed, color,  
45 national origin, sexual orientation, gender identity or expression,  
46 military status, sex, height, weight, age, disability, marital status,  
47 or familial status in the terms, conditions or privileges of the sale,  
48 rental or lease of any such land or commercial space; or in the furnish-  
49 ing of facilities or services in connection therewith;

50 (3) To print or circulate or cause to be printed or circulated any  
51 statement, advertisement or publication, or to use any form of applica-  
52 tion for the purchase, rental or lease of such land or commercial space  
53 or to make any record or inquiry in connection with the prospective  
54 purchase, rental or lease of such land or commercial space which  
55 expresses, directly or indirectly, any limitation, specification or  
56 discrimination as to race, creed, color, national origin, sexual orien-



1 tation, gender identity or expression, military status, sex, height,  
2 weight, age, disability, marital status, or familial status; or any  
3 intent to make any such limitation, specification or discrimination.

4 (1) To refuse to sell, rent or lease any housing accommodation, land  
5 or commercial space to any person or group of persons or to refuse to  
6 negotiate for the sale, rental or lease, of any housing accommodation,  
7 land or commercial space to any person or group of persons because of  
8 the race, creed, color, national origin, sexual orientation, gender  
9 identity or expression, military status, sex, height, weight, age, disa-  
10 bility, marital status, lawful source of income or familial status of  
11 such person or persons, or to represent that any housing accommodation,  
12 land or commercial space is not available for inspection, sale, rental  
13 or lease when in fact it is so available, or otherwise to deny or with-  
14 hold any housing accommodation, land or commercial space or any facili-  
15 ties of any housing accommodation, land or commercial space from any  
16 person or group of persons because of the race, creed, color, national  
17 origin, sexual orientation, gender identity or expression, military  
18 status, sex, height, weight, age, disability, marital status, lawful  
19 source of income or familial status of such person or persons.

20 (2) To print or circulate or cause to be printed or circulated any  
21 statement, advertisement or publication, or to use any form of applica-  
22 tion for the purchase, rental or lease of any housing accommodation,  
23 land or commercial space or to make any record or inquiry in connection  
24 with the prospective purchase, rental or lease of any housing accommo-  
25 dation, land or commercial space which expresses, directly or indirect-  
26 ly, any limitation, specification, or discrimination as to race, creed,  
27 color, national origin, sexual orientation, gender identity or  
28 expression, military status, sex, height, weight, age, disability, mari-  
29 tal status, lawful source of income or familial status; or any intent to  
30 make any such limitation, specification or discrimination.

31 (d) It shall be an unlawful discriminatory practice for any real  
32 estate board, because of the race, creed, color, national origin, sexual  
33 orientation, gender identity or expression, military status, age, sex,  
34 height, weight, disability, marital status, lawful source of income or  
35 familial status of any individual who is otherwise qualified for member-  
36 ship, to exclude or expel such individual from membership, or to  
37 discriminate against such individual in the terms, conditions and privi-  
38 leges of membership in such board.

39 (a) It shall be an unlawful discriminatory practice for any fire  
40 department or fire company therein, through any member or members there-  
41 of, officers, board of fire commissioners or other body or office having  
42 power of appointment of volunteer firefighters, directly or indirectly,  
43 by ritualistic practice, constitutional or by-law prescription, by tacit  
44 agreement among its members, or otherwise, to deny to any individual  
45 membership in any volunteer fire department or fire company therein, or  
46 to expel or discriminate against any volunteer member of a fire depart-  
47 ment or fire company therein, because of the race, creed, color,  
48 national origin, sexual orientation, gender identity or expression,  
49 military status, sex, height, weight, marital status, or familial  
50 status, of such individual.

51 13. It shall be an unlawful discriminatory practice (i) for any person  
52 to boycott or blacklist, or to refuse to buy from, sell to or trade  
53 with, or otherwise discriminate against any person, because of the race,  
54 creed, color, national origin, sexual orientation, gender identity or  
55 expression, military status, sex, height, weight, disability, or fami-  
56 lial status, of such person, or of such person's partners, members,

1 stockholders, directors, officers, managers, superintendents, agents,  
2 employees, business associates, suppliers or customers, or (ii) for any  
3 person wilfully to do any act or refrain from doing any act which  
4 enables any such person to take such action. This subdivision shall not  
5 apply to:

6 § 2. Subdivisions 1, 2 and 3 of section 296-a of the executive law, as  
7 amended by chapter 8 of the laws of 2019, are amended to read as  
8 follows:

9 1. It shall be an unlawful discriminatory practice for any creditor or  
10 any officer, agent or employee thereof:

11 a. In the case of applications for credit with respect to the  
12 purchase, acquisition, construction, rehabilitation, repair or mainte-  
13 nance of any housing accommodation, land or commercial space to discrim-  
14 inate against any such applicant because of the race, creed, color,  
15 national origin, sexual orientation, gender identity or expression,  
16 military status, age, sex, height, weight, marital status, disability,  
17 or familial status of such applicant or applicants or any member, stock-  
18 holder, director, officer or employee of such applicant or applicants,  
19 or of the prospective occupants or tenants of such housing accommo-  
20 dation, land or commercial space, in the granting, withholding, extend-  
21 ing or renewing, or in the fixing of the rates, terms or conditions of,  
22 any such credit;

23 b. To discriminate in the granting, withholding, extending or renew-  
24 ing, or in the fixing of the rates, terms or conditions of, any form of  
25 credit, on the basis of race, creed, color, national origin, sexual  
26 orientation, gender identity or expression, military status, age, sex,  
27 height, weight, marital status, disability, or familial status;

28 c. To use any form of application for credit or use or make any record  
29 or inquiry which expresses, directly or indirectly, any limitation,  
30 specification, or discrimination as to race, creed, color, national  
31 origin, sexual orientation, gender identity or expression, military  
32 status, age, sex, height, weight, marital status, disability, or fami-  
33 lial status;

34 d. To make any inquiry of an applicant concerning his or her capacity  
35 to reproduce, or his or her use or advocacy of any form of birth control  
36 or family planning;

37 e. To refuse to consider sources of an applicant's income or to  
38 subject an applicant's income to discounting, in whole or in part,  
39 because of an applicant's race, creed, color, national origin, sexual  
40 orientation, gender identity or expression, military status, age, sex,  
41 height, weight, marital status, childbearing potential, disability, or  
42 familial status;

43 f. To discriminate against a married person because such person  
44 neither uses nor is known by the surname of his or her spouse.

45 This paragraph shall not apply to any situation where the use of a  
46 surname would constitute or result in a criminal act.

47 2. Without limiting the generality of subdivision one of this section,  
48 it shall be considered discriminatory if, because of an applicant's or  
49 class of applicants' race, creed, color, national origin, sexual orien-  
50 tation, gender identity or expression, military status, age, sex,  
51 height, weight, marital status or disability, or familial status, (i) an  
52 applicant or class of applicants is denied credit in circumstances where  
53 other applicants of like overall credit worthiness are granted credit,  
54 or (ii) special requirements or conditions, such as requiring co-obli-  
55 gors or reapplication upon marriage, are imposed upon an applicant or  
56 class of applicants in circumstances where similar requirements or

1 conditions are not imposed upon other applicants of like overall credit  
2 worthiness.

3 3. It shall not be considered discriminatory if credit differen-  
4 tiations or decisions are based upon factually supportable, objective  
5 differences in applicants' overall credit worthiness, which may include  
6 reference to such factors as current income, assets and prior credit  
7 history of such applicants, as well as reference to any other relevant  
8 factually supportable data; provided, however, that no creditor shall  
9 consider, in evaluating the credit worthiness of an applicant, aggregate  
10 statistics or assumptions relating to race, creed, color, national  
11 origin, sexual orientation, gender identity or expression, military  
12 status, sex, height, weight, marital status or disability, or to the  
13 likelihood of any group of persons bearing or rearing children, or for  
14 that reason receiving diminished or interrupted income in the future.

15 § 3. Paragraphs a, b and c of subdivision 2 and paragraph b of subdivi-  
16 sion 3 of section 296-c of the executive law, as added by chapter 97  
17 of the laws of 2014, are amended to read as follows:

18 a. refuse to hire or employ or to bar or to discharge from internship  
19 an intern or to discriminate against such intern in terms, conditions or  
20 privileges of employment as an intern because of the intern's age, race,  
21 creed, color, national origin, sexual orientation, military status, sex,  
22 height, weight, disability, predisposing genetic characteristics, mari-  
23 tal status, or domestic violence victim status;

24 b. discriminate against an intern in receiving, classifying, disposing  
25 or otherwise acting upon applications for internships because of the  
26 intern's age, race, creed, color, national origin, sexual orientation,  
27 military status, sex, height, weight, disability, predisposing genetic  
28 characteristics, marital status, or domestic violence victim status;

29 c. print or circulate or cause to be printed or circulated any state-  
30 ment, advertisement or publication, or to use any form of application  
31 for employment as an intern or to make any inquiry in connection with  
32 prospective employment, which expresses directly or indirectly, any  
33 limitation, specification or discrimination as to age, race, creed,  
34 color, national origin, sexual orientation, military status, sex,  
35 height, weight, disability, predisposing genetic characteristics, mari-  
36 tal status or domestic violence victim status, or any intent to make any  
37 such limitation, specification or discrimination, unless based upon a  
38 bona fide occupational qualification; provided, however, that neither  
39 this paragraph nor any provision of this chapter or other law shall be  
40 construed to prohibit the department of civil service or the department  
41 of personnel of any city containing more than one county from requesting  
42 information from applicants for civil service internships or examina-  
43 tions concerning any of the aforementioned characteristics, other than  
44 sexual orientation, for the purpose of conducting studies to identify  
45 and resolve possible problems in recruitment and testing of members of  
46 minority groups to insure the fairest possible and equal opportunities  
47 for employment in the civil service for all persons, regardless of age,  
48 race, creed, color, national origin, sexual orientation, military  
49 status, sex, height, weight, disability, predisposing genetic character-  
50 istics, marital status or domestic violence victim status;

51 b. subject an intern to unwelcome harassment based on age, sex,  
52 height, weight, race, creed, color, sexual orientation, military status,  
53 disability, predisposing genetic characteristics, marital status, domes-  
54 tic violence victim status, or national origin, where such harassment  
55 has the purpose or effect of unreasonably interfering with the intern's



1 work performance by creating an intimidating, hostile, or offensive  
2 working environment.

3 § 4. This act shall not annul, alter, affect or exempt any employer  
4 subject to the provisions of this act from complying with the laws,  
5 ordinances, rules or regulations of any locality, except to the extent  
6 that such laws, ordinances, rules or regulations are inconsistent with  
7 any provision of this act, but no such law, ordinance, rule or regu-  
8 lation shall be considered inconsistent if it affords equal or greater  
9 protection to the employee.

10 § 5. This act shall take effect on the one hundred eightieth day after  
11 it shall have become a law. Effective immediately, the addition, amend-  
12 ment and/or repeal of any rule or regulation necessary for the implemen-  
13 tation of this act on its effective date are authorized to be made and  
14 completed on or before such effective date.