STATE OF NEW YORK

8986

IN ASSEMBLY

January 31, 2024

Introduced by M. of A. BRONSON -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to establishing the "no severance ultimatums act"

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

Section 1. Short title. This act shall be known and may be cited as the "no severance ultimatums act".

§ 2. The labor law is amended by adding a new section 215-d to read as follows:

§ 215-d. Prohibition against severance ultimatums. 1. Definitions. For the purposes of this section, the following terms shall have the following meanings:

(a) "Employee" shall have the same meaning as set forth in section one hundred ninety of this chapter.

(b) "Employer" shall:

(i) have the same meaning as set forth in section one hundred ninety of this chapter; and

(ii) include governmental agencies.

2. Severance ultimatums prohibited. Any employer offering an employee or former employee an agreement related to such employee's severance from employment shall notify such employee that:

(a) Such employee has the right to consult an attorney regarding such agreement, and provide such employee with a reasonable period of time not less than twenty-one business days in which to do so;

(b) Such employee may revoke such agreement within seven days of the execution of such agreement, and the agreement shall not become effective or enforceable until such revocation period has expired; and

(c) Such employee may sign such agreement prior to the end of such revocation period, as long as such employee's decision to shorten such revocation period is knowing, voluntary, and not induced by the employer through fraud, misrepresentation, or a threat to withdraw or alter such revocation period prior to the expiration of such revocation period, or by providing different terms to such employee if such employee signs such agreement prior to the expiration of such revocation period.

§ 3. This act shall take effect immediately.

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

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