

# STATE OF NEW YORK

8997

## IN ASSEMBLY

February 1, 2024

Introduced by M. of A. BICHOTTE HERMELYN, McDONALD, ARDILA, ALVAREZ, EPSTEIN, AUBRY, REYES, KELLES, LEVENBERG, TAYLOR, BORES -- Multi-Sponsored by -- M. of A. McDONOUGH -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to prohibiting student loan payment history checks in making employment decisions

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

1 Section 1. The labor law is amended by adding a new section 219-b to  
2 read as follows:

3 § 219-b. Student loan payment history; employment. 1. Except as  
4 provided in this section and in those cases otherwise mandated by law,  
5 it shall be an unlawful discriminatory practice for an employer to  
6 request or to use for employment purposes information contained in the  
7 consumer credit history indicating the payment status of a student loan,  
8 as defined in subdivision fourteen of section sixteen hundred seventy-  
9 six of the public authorities law, of an applicant for employment or  
10 otherwise discriminate against such applicant with regard to hiring  
11 decisions.

12 2. For the purposes of this section, the term "consumer credit histo-  
13 ry" shall mean any information bearing on an individual's credit worthi-  
14 ness, credit standing, or credit capacity, including, but not limited  
15 to, an individual's credit score, credit account and other consumer  
16 account balances, and payment history.

17 3. This section shall not apply to an employer, or agent thereof, that  
18 is required by state of federal law or regulations or by a self-regula-  
19 tory organization, as defined in paragraph twenty-six of subdivision (a)  
20 of section three of the securities exchange act of 1934, as amended, to  
21 use an individual's consumer credit history for employment purposes.

22 § 2. 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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