STATE OF NEW YORK

4361

2023-2024 Regular Sessions

IN SENATE

February 7, 2023

Introduced by Sen. FERNANDEZ -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to the commissioner's duty to ensure employers inform employees about certain provisions in employment contracts

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

Section 1. Section 21 of the labor law is amended by adding a new subdivision 16 to read as follows:

16. Shall require employers to inform their employees that non-disclosure or non-disparagement provisions in their employment contracts do not prohibit them from speaking with law enforcement, the equal employment opportunity commission, the state division of human rights, a local commission on human rights, or an attorney retained by the employee.

§ 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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