

# 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:

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

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

5 § 215-d. Prohibition against severance ultimatums. 1. Definitions. For  
6 the purposes of this section, the following terms shall have the follow-  
7 ing meanings:

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

10 (b) "Employer" shall:

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

13 (ii) include governmental agencies.

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

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

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

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

30 § 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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