STATE OF NEW YORK

6480

2025-2026 Regular Sessions

IN ASSEMBLY

March 5, 2025

Introduced by M. of A. BRONSON, SHIMSKY, GLICK -- 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 coercive 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. 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 such employee shall be provided with a reasonable period of time not less than twenty-one business days in which to consider the agreement;

(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

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

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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. The provisions of this section shall not apply to any severance agreement negotiated pursuant to a collective bargaining agreement.

4. Notwithstanding any other law to the contrary, any severance agreement shall be deemed void and unenforceable if it violates the provisions of subdivision two of this section.

5. Nothing herein shall be deemed in any way to limit, restrict, or impair any law, rule, or regulation from providing greater protections than provided for in this section.

§ 3. This act shall take effect immediately.