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**TESTIMONY OF MANHATTAN BOROUGH PRESIDENT  
SCOTT M. STRINGER**

**BEFORE NEW YORK CITY COUNCIL COMMITTEE ON CIVIL RIGHTS**  
*Regarding Int. 814 - A Local Law to amend the administrative code of the city of New York, in  
relation to prohibiting discrimination based on one's unemployment status.*

**June 20, 2012**

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I want to thank Chairperson Rose and the Committee on Civil Rights for allowing me the opportunity to testify in support of Intro Number 814 banning discrimination against the unemployed. In October of last year, I called on the State Legislature to pass a similar ban into law. I am gratified to see the Council stepping up and showing leadership on this important issue.

Discrimination against the unemployed can affect thousands in this troubled economic climate. The current unemployment rate of 9.7 percent actually belies the true extent of the problem. Discouraged workers are leaving the workforce, giving up on even looking for a job; nationally, 5.4 million have been out of work 6 months or more (more than 40 percent of the total unemployed). It is unconscionable to further victimize these job seekers. It is also counterproductive: hiring policies that exclude the unemployed can only make long-term unemployment more intractable and suppress economic recovery. Further, this type of discrimination disproportionately affects communities of color. In the third quarter of 2011, the unemployment rate was 14.9 percent for Black New Yorkers and 10.7 percent for Hispanic New Yorkers, as compared to 6.4 percent for Caucasians.

A review of job postings by my office last October uncovered dozens of examples of New York City job listings -- in industries ranging from finance to law to hospitality -- that required candidates to be currently employed. These findings mirrored a July 2011 report issued by the National Employment Law Project (NELP) that identified more than 150 job postings with exclusions based on current employment status. A large portion of the ads were posted by staffing firms, suggesting that hundreds of employers may be screening out potentially qualified applicants based on employment status.

President Obama has included language in the American Jobs Act to ban discrimination based on employment status, and New York State Assemblyman Keith Wright has also introduced a bill to ban this form of discrimination. But these bills have yet to be passed into law. New Jersey has already succeeded in banning this practice. New York cannot wait for Congress or the State Legislature to protect our workers and we cannot afford to lag behind our neighbors in

combating discrimination. That is why it is imperative that the City Council pass this legislation immediately.

Last October, I also called on New York to join Connecticut, Hawaii, Washington, Oregon, Illinois, and Maryland in banning the use of credit checks in hiring. As with employment status, there is no evidence that credit history predicts job performance. Using credit checks as a hiring tool creates an unfair hurdle for thousands struggling in this economy and unfairly excludes individuals whose credit was damaged by layoffs, medical bills, or other circumstances outside their control. In 2011, 67,000 New York State residents defaulted on loans and almost 14,000 filed for bankruptcy. Further, experts have argued that these checks disproportionately impact minorities – the Equal Employment Opportunity Commission has expressed concern that using credit as a metric in hiring discriminates against people of color.

Simply put, in this economy, employment status and bad credit are not a reflection of a candidate's merit. New York's promise and hope for economic recovery are undermined when a person can't find work for reasons outside their control, or when good people find they cannot escape the troubles of the past. I urge the City Council to consider amending Intro 814 to prohibit employers from discriminating against job seekers on the basis of their credit history, as well as employment status.

Thank you again for the opportunity to testify today.

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**Testimony of Michelle Holder**  
**Senior Labor Market Analyst, Community Service Society of New York**  
**Hearing before the Committee on Civil Rights of the City Council of New York**  
**In Relation to Prohibiting Discrimination Based on One's Unemployment Status**  
**June 20, 2012**

Thank you for this opportunity to testify on behalf of the Community Service Society (CSS), where I serve as the senior labor market analyst. CSS is an 168 year-old organization that works to advance upward mobility for low-income New Yorkers, through research, advocacy for systemic change, litigation and launching model programs.

Though the nation is ostensibly in a recovery period unemployment remains persistently high in New York City. The current national unemployment rate is 8.2 percent, but in the city it has edged close to the 10 percent mark, currently standing at 9.7 percent. While both the country and the city have certainly experienced recessions as well as high unemployment in the past, the things that make the recent recession unique are both the sheer magnitude of job loss as well as the length of sustained high unemployment. After the recession of the early 1990s New York City's unemployment rate averaged over 10 percent for two years. However, for the last three years the city's unemployment rate has averaged 9 percent or higher, and unless it comes down substantially during the next six months we may be in for a fourth year of over 9 percent unemployment.

There are currently 159,000 more people unemployed in New York City than there were at the start of the recent recession, almost 50,000 more than at the same point during the recovery of the early 1990s. Indeed, there are 345,000 total unemployed city residents. Half of these former workers are among the long-term unemployed, out of work for more than 6 months. Because of the length and breadth of joblessness caused by the recession it is important that the unemployed are given equal opportunity in hiring, and with a federal bill on this issue currently stalled it is imperative that the City Council take local action and pass a law prohibiting hiring discrimination based on one's unemployment status. CSS applauds the City Council for attempting to address this issue-- discrimination against the unemployed does exist. As the National Employment Law Project (NELP) documented in a report released last year,<sup>1</sup> employers and staffing firms across the country have been explicit in job advertisements about excluding the unemployed for consideration. As NELP pointed out in the report this practice may be occurring for two reasons: (1) prospective employers assume job candidates already working have a stronger work ethic and fresher skill sets than candidates who are unemployed;

(2) discriminating in this fashion reduces the number of job applications an employer must review. The practice of discriminating against the unemployed is so widespread that already the District of Columbia and several states, including New Jersey, Maryland, Oregon, have enacted legislation either banning discriminatory job ads or outright discrimination against considering the unemployed for job openings.

In forthcoming research from CSS on long-term joblessness in New York City preliminary findings show the following:

- Last year New Yorkers were unemployed for an average of 41 weeks, almost 10 months.
- Half of these unemployed have been out of work for more than 6 months, and more than a third have been out of work for a year or more.

In addition, analysis of 2011 data in this research shows some demographic groups are more affected than others with regard to long-term unemployment:

- Unemployed persons ages 55-64 have the longest average duration of unemployment—47 weeks—and the highest percentage of those who have been out of work for more than 6 months—60 percent.
- Among racial and ethnic groups, black New Yorkers have the longest average duration of unemployment—also 47 weeks—and the highest percentage of those who have been out of work 6 months or more—58 percent.
- Older women are out of work longer than any other demographic group. Women ages 55-64 are out of work an average of 49 weeks—almost a year-- and 55 percent are out of work a year or longer.

Finally, CSS's annual survey of low-income New Yorkers, *The Unheard Third*, found that 65 percent of unemployed low-income New Yorkers reported they have been out of work for more than 6 months, and 56 percent have been out of work for a year or more.<sup>2</sup>

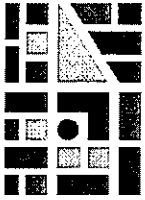
From our research and data it is clear— hiring discrimination against the unemployed will result in disparate employment outcomes for the older unemployed, older women, and black New Yorkers. Therefore, it is imperative that the City Council pass a law to prohibit discrimination based on one's unemployment status. In addressing this issue New York City would be in the vanguard of those municipalities and states hoping to put an end to this egregious practice, and could perhaps inspire our state legislators to follow suit.

In addition, CSS urges the Council to ask the state to take advantage of a provision in the Middle Class Tax Relief and Job Creation Act of 2012 that would allow states to use unemployment benefits as temporary wage subsidies to create incentives for hiring unemployed workers. I would be happy to provide further information or data as it relates to this issue if needed, and can be reached at 212-614-5472 or by email at [mholder@cssny.org](mailto:mholder@cssny.org). Thank you.

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<sup>1</sup> National Employment Law Project. "Hiring Discrimination Against the Unemployed: Federal Bill Outlaws Excluding the Unemployed From Job Opportunities, as Discriminatory Ads Persist." Briefing Paper, New York, N.Y., July 12, 2011.

<sup>2</sup> Mehrotra, Apurva and Nancy Rankin. "A Continuing Jobs Crisis for Low-Income New Yorkers: Implications for 2013 City Elections." Community Service Society, New York, N.Y., April 2012.



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**HEARING OF THE COMMITTEE ON CIVIL RIGHTS  
NEW YORK CITY COUNCIL  
June 20, 2012, 10 a.m.**

Good morning, my name is Karen Cacace and I am the Supervising Attorney for the Employment Law Unit at The Legal Aid Society.

I am here to speak in favor of the proposed amendment to the Administrative Code of the City of New York, which would prohibit discrimination based on one's employment status. The proposed amendment is particularly significant for our clients who are some of the most vulnerable New Yorkers.

The Legal Aid Society is a not-for-profit public interest law firm that delivers the full range of legal services to low-income individuals in New York City. The Society has local neighborhood offices in all five boroughs of New York City, along with centralized city-wide law reform, employment law, immigration law, health law, and homeless rights practices. The Employment Law Unit provides representation, community education, and advice to low-wage workers regarding employment issues, including: unemployment insurance benefits; minimum wage, overtime and other wage and hour issues; and discrimination issues, including discrimination affecting persons with criminal records and discrimination affecting persons due to their medical or family responsibilities issues.

Since the economic downturn, the Employment Law Unit has seen a steep rise in the need for its services. Currently, the Employment Law Unit receives over 50 calls per week to its helpline from low-income New Yorkers with employment law issues. The majority of these calls are from New Yorkers who are currently or were recently unemployed. Many of our clients have difficulty replacing their former jobs and remain unemployed for a substantial period of time. Discrimination against these job seekers based on their employment status is entirely unwarranted. The systemic economic crisis results in workers being unemployed for longer periods of time through no fault of their own. Since there is no correlation between an individual's employment status and his or her ability to perform a job, employers should be precluded from making such a generalization and discriminating against the very people who are most in need of employment.

Our experience is consistent with statistics reported by the New York State Department of Labor. As of April 2012, New York City had the second highest unemployment rate of any

region in the state at 8.8 percent. And, with a 12 percent unemployment rate, the Bronx has the highest rate of unemployment of any county in New York State. Unemployment has also disproportionately affected persons of color. At hearings held before the EEOC on this issue last year, it was reported that the unemployment rate for blacks in the U.S. was over 15 percent and for Hispanics was almost 12 percent. Given these statistics, any discrimination against people who are unemployed has a disparate impact on people of color and, in turn, their communities. This sort of discrimination can intensify the impact of the recession on communities that were already hardest hit - by depriving people in those communities an opportunity to get back into the workforce and earn income that they will be able to spend in their neighborhoods.

Accordingly, it is important that the City Council take steps to ensure that unemployed New Yorkers do not face unwarranted discrimination in their attempts to reenter the workforce. The Legal Aid Society is in favor of the proposed amendment to the New York City Administrative Code because it will protect job seekers from any unwarranted bias that employers may have against the currently or recently unemployed.

The Joseph S. Murphy

**Institute for Worker Education and Labor Studies**

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**TESTIMONY** before the New York City Council  
Committee on Civil Rights  
June 20, 2012

*Int. 814: A Local Law to amend the administrative code of the city of New York, in relation to prohibiting discrimination based on one's unemployment status*

**Submitted by:**

The Murphy Institute for Worker Education and Labor Studies,  
City University of New York  
Ed Ott, Distinguished Lecturer



Statement Submitted by Ed Ott  
June 20, 2012

**In Support of Intro 814**

Good morning! My name is Ed Ott and I am a Distinguished Lecturer in Labor Studies at the Murphy Institute of the School of Professional Studies of the City University of New York. Our Institute concentrates on Labor and Urban Studies providing undergraduate and graduate degrees to working New Yorkers.

I am here today in support of Intro 814. This is one of those proposals that on first glance seem inconsequential and maybe even unnecessary. Upon giving it some thought, I decided, that this proposed change to the Administrative Code is important and very necessary.

We have in this City, what seems to be an intractable unemployment problem. The official numbers of unemployed have hovered around 8 to 10 percent for several years. For Afro- American men, youth, first time jobseekers, and those who may have been impacted when the financial system went bust, the numbers can be dramatically higher. The members of this council have worked hard to assist those seeking work by supporting workforce development programs, restoring child care funding, and finding ways to keep those who are employed on the payroll.

Others refer to the current situation of near double digit unemployment as the, "new normal." There is nothing normal about not having a job. Employment or lack of it goes right to the heart of how individuals are perceived by society and how working people are evaluated by landlords, banks, credit agencies and potential employers. For these reasons I think that it would be helpful if Intro 814 would be passed into law.

The reduction of unemployment requires both expectation and support. We want people to seek out jobs, we want working people to be self-sufficient and we expect them to treat looking for work like a full time job. When people are trying to meet that expectation they should not have obstacles thrown in their way. The requirement of being currently employed, used by some employers, in order to get a new job, is an unfair barrier to a person seeking work. It has the effect of marginalizing the unemployed and discouraging the first time job seeker. It can appear to the person seeking work that gaining access to employment is like trying to get into an exclusive club for members only.

Advertisements and job postings that include, "must be currently employed", are the velvet rope at entry to the job market. Even for the highly qualified applicant this restriction cannot be overcome. Lenny Bruce would have described this conundrum as, "First they break your legs, and then laugh at you because you can't dance."

Intro 814 won't solve the problem of protracted unemployment but it will remove one barrier that working people should not have to face. Thank you for your time.

**Testimony of Mitchell Hirsch, unemployed worker advocate,  
National Employment Law Project,  
in support of Int. 814 New York City Council Committee on Civil Rights, June 20, 2012**

Chairperson Rose and Members of the Committee, thank you for this opportunity to testify in support of this measure that will help remove an unfair barrier to employment opportunities for unemployed job-seekers.

A disturbing trend emerged among employers and staffing firms in the last few years: that of refusing to even consider the unemployed for available job openings, regardless of their qualifications. Excluding unemployed workers from employment opportunities is unfair to workers, and it's bad for the economy. The National Employment Law Project commends this Committee, the measure's sponsors and the New York City Council for taking up this important legislation.

Persistent high levels of unemployment have combined with a very tight job market to make the prospect of finding new work for unemployed job-seekers an extraordinarily difficult challenge. Even with modest improvements in the job market, there are still nearly 4 unemployed job-seekers for every job opening. Nationally, 5.4 million workers have been jobless for 6 months or more, and 70 percent of them -- 3.8 million -- have been out-of-work for a year or more. Here in the New York-Northern New Jersey-Long Island metro area, 789,000 were reportedly unemployed in April -- including 345,000 in New York City. At a time when the average duration of unemployment is close to 40 weeks, we should be doing all we can to open up job opportunities. Thus, it is profoundly disturbing to see deliberate exclusion of the jobless from being considered for such opportunities.

Reports of these exclusionary practices in the job market began to surface in 2010. Press accounts reported job announcements explicitly stating "No Unemployed Candidates Will Be Considered"; others requiring that applicants "must be currently employed." Around the same time, through our website [www.unemployedworkers.org](http://www.unemployedworkers.org) we began to hear from people seeing similar job postings online, and from others who were shocked when they were told by recruiters and staffing agency representatives that despite their qualifications, they would not be referred for interviews for positions because they were not currently employed or because they'd been unemployed for a certain number of months.

In the Spring of last year, NELP conducted a 4-week survey of online job posting sites and found more than 150 examples of ads containing explicitly exclusionary language. In July, 2011 we detailed these findings in a report on 'Hiring Discrimination Against the Unemployed' which received prominent news coverage and helped bring the issue to national attention. Since then we have worked with lawmakers at all levels to address this pernicious problem, including

Members of the U.S. House and Senate who introduced the Fair Employment Opportunities Act of 2011, with New York Senator Kirsten Gillibrand one the initiating Senate sponsors.

Still, the problem of discriminatory job market practices that exclude otherwise qualified unemployed job-seekers from job opportunities persists. And we continue to hear from workers who have been confronted with these practices.

Theresa Mancusi, 55, from Maryland, lost her compliance administrator job when her employer lost a contract re-bid. She reports recently seeing a job posting for which she was well qualified, but that it stated: "Qualified candidates will have previous experience working in an administrative capacity within the past 6 months." And when following up with a recruiter regarding open positions recently, she reports being told that their clients will ask to see resumes only of people currently working.

A seasoned public relations professional in New York City reported seeing a PR job with a law firm posted online. She sent her resume and contacted the recruiter but was told: "I can't refer you for this job... We can't send anybody who has not been in a permanent job for more than three months... I don't make the rules."

From people in the Greater New York area we receive similar stories.

Kim Keough, a human resources and benefits specialist in Connecticut with 20 years of experience reports pursuing a job posting for which she was entirely qualified, only to be told that she was summarily disqualified because she was unemployed. "My client only wants to look at employed candidates," the recruiter informed her.

Ellen Pinney, a 56 year old New Jersey woman, was laid off from a management position she'd had for 17 years. Ms. Pinney has been actively seeking full-time work while caring for an elderly parent and taking a variety of what she calls "handywoman" jobs. With a college degree and 30 years employment history, she writes of her struggle to find work; how her savings have been depleted; and how she has rented out her home and moved in with her father. She reports that she made more as a teenager in 1971 than she did last year. And she says she was stunned when told recently by a representative of a professional staffing firm "the company she was representing WOULD NOT interview any professional NOT PRESENTLY working."

The devastating effects of being denied access to employment opportunities by such discriminatory practices -- that serve no rational purpose -- are exacerbating the personal suffering of those who need jobs the most.

Those who would argue that these are isolated occurrences and that these practices are by no means widespread have been well disputed by leading figures in the recruiting and human resources fields.

Rich Thompson, vice president of learning and performance for Adecco Group North America, the world's largest staffing firm, told *CNNMoney.com* in June 2010 that companies' interest only in applicants who are currently working "is more prevalent than it used to be...I don't have hard numbers," he said, "but three out of the last four conversations I've had about openings, this requirement was brought up." Similarly, Lisa Chenofsky Singer, a New Jersey human resources consultant specializing in media and publishing jobs, commented that, "Most executive recruiters won't look at a candidate unless they have a job, even if they don't like to admit it." According to Ms. Singer, the first question she is generally asked when recommending a candidate is whether the candidate is currently working—and if the candidate is unemployed, the recruiter is not interested.

A survey reported in October 2011 by SmartRecruiters, which markets free recruiting software, found that "82% of recruiters, hiring managers, and human resources professionals, report the existence of discrimination against the unemployed." Among those surveyed by the company, "55% of recruiters and HR managers have 'personally experienced resistance when presenting qualified yet unemployed candidates to clients/colleagues.'"

It is clear that discriminatory exclusion of applicants for jobs simply because they are unemployed is a harmful and unfair barrier to employment. NELP applauds Council Members Comrie and Gentile for introducing this bill, and commends all the co-sponsors and this Committee for pursuing this legislation that will help keep the doors of employment opportunity open to all qualified job-seekers regardless of their current employment status. Passing this legislation is not only the right thing to do – but will also send a strong message to employers, recruiters and staffing firms nationwide that it is time to stop all discriminatory practices that exclude unemployed workers.

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Job Type:	Automotive
Experience:	At least 5 year(s)
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Contact:	Dennis Pucci
Phone:	718-229-4400
Ref ID:	Sales Manager

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## Legal Secretary - Litigation (New York)

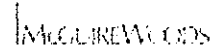
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**Base Pay:** \$75,000 - \$80,000 /Year  
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**Employee Type:** Full-Time  
**Industry:** Consulting

**Manages Others:** No

**Job Type:** Admin - Clerical

**Required Education:** 4 Year Degree

**Required Experience:** 5 to 14 years

**Required Travel:** None

**Relocation Covered:** Not Specified

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**NEW YORK CITY OFFICE OF THE MAYOR  
HEARING BEFORE THE CITY COUNCIL  
COMMITTEE ON CIVIL RIGHTS  
JUNE 20, 2012**

Good morning Chairperson Rose, and members of the Council, my name is Bill Heinzen, and I serve as Deputy Counselor to the Mayor. Thank you for the opportunity to testify today regarding Intro. 814, which would amend the New York City Human Rights Law to make it illegal for employers to consider an individual's unemployment status in hiring and other employment decisions without a bona fide and substantially job related reason for doing so; or to post job advertisements indicating that the unemployed need not apply for a position.

The Administration shares the Council's concern for the needs of those who have been unemployed for long periods of time due to circumstances beyond their control, because being unemployed can have a devastating effect on an individual and his or her family. Therefore, we support the idea, set forth in one provision of the bill, that job postings and advertisements should not indicate that the unemployed need not apply, but we believe that any provision codifying such a prohibition would need to include certain amendments to clarify that employers may expressly seek recent relevant work experience.

In partnership with the Council, the Administration has taken aggressive steps to stimulate the economy and mitigate unemployment throughout the City. Mayor Bloomberg and the Department of Small Business Services have aggressively expanded workforce development and job placement efforts through the expansion of the City's Workforce One centers. In 2011, these centers connected New Yorkers with a record 35,000 jobs, up from just a few hundred annually earlier in the Administration. These efforts, along with investments in infrastructure and economic development activities in all five boroughs, have allowed New York's economy to significantly outperform the rest of the country. Since the onset of the national recession, the

United States has gained back only 40% of the private sector jobs it lost, but New York City has now recovered more than 200% of the private sector jobs we lost. In fact, New York City has created twice as many private sector jobs as the next ten U.S. cities – combined.

It is possible that an employer may wrongfully equate a person's unemployment status with the person, without any further review of his or her ability to do the work expected. This is wrong and should not happen, but, while we support the job posting proposal, we do not believe that amending the City's Human Rights Law to prohibit employers from considering unemployment status with respect to hiring and other employment actions is the way to prevent this problem, or to help people who are unemployed.

New York City's Human Rights Law is well recognized as one of the broadest civil rights laws in the nation, but we are concerned that expanding it to add the unemployed as another protected class would create more litigation than jobs, and would do nothing to address the underlying problems.

Indeed, adding this category blurs the line between irrational discrimination, which the Human Rights Law is supposed to address, and more complicated employment decision-making processes that can legitimately rely on multiple factors. Unlike other bases for discrimination prohibited by the Human Rights Law, such as race, religion, or sex -- which should never be relevant to hiring and employment decisions -- a person's unemployment status may, in certain situations, be relevant to employers when selecting qualified employees. For this reason, investigating and determining whether prejudice against the unemployed motivated a potential employer would present significant feasibility and operational challenges for the Commission on Human Rights, and for the courts.

The lessons from our neighboring jurisdictions are helpful in this regard. For example, the Connecticut legislature considered passing a similar bill that would have prohibited consideration of unemployment status in hiring decisions. The Connecticut Commission on Human Rights and Opportunities publicly opposed the bill, noting, “While it is possible to substantiate race or age bias in a company, how such could be determined for the unemployed is hard to imagine.” The Connecticut Commission was concerned that even if one percent of those unemployed filed a claim under the bill, the agency’s caseload would nearly double. In response to these concerns and the expected surge of new litigation, the Connecticut legislature revised the bill to one that would only prohibit discrimination based on unemployment status in job posting and advertising.

Other jurisdictions, such as Oregon and New Jersey, have taken a similar approach, and have passed laws that prohibit job postings that list current employment as a job requirement, but which provide for administrative enforcement instead of creating a private right of action.

In addition to these general concerns, we also have some specific concerns with respect to this bill as drafted. For example, section one defines the “unemployment status” to include the ambiguous and undefined term “recent unemployment,” which appears to expand the scope of the bill unnecessarily. The Council may want to consider either defining “unemployment status” as *current* unemployment or setting a specific time period to define the word “recent,” i.e., three months, so it is clear that someone who may have been unemployed at one time in the past is not protected by this bill. We note that Washington D.C. – the only jurisdiction that we are aware of to prohibit unemployment discrimination in hiring decisions – only protects those who are currently unemployed and provides much more extensive guidance for employers in avoiding improper hiring decisions.

Additionally, section two of the bill would prohibit discrimination in employment decisions relating to termination, promotion, demotion and discipline, but we question how unemployment status would affect those decisions, improperly or otherwise, since the individual would not be unemployed when faced with any of these scenarios. Moreover, a person who was recently unemployed would typically be a less likely candidate for promotion than a person who has been working within an organization for a longer period of time.

Further, although the bill does contain an exemption for employers who consider unemployment status information where it is “substantially job related,” *and* “where the employer has a bona fide reason for doing so,” this exception will be confusing for employers, as it appears to set forth two different standards and does not provide adequate guidance for employers. In order to protect the many legitimate reasons that employers may have for considering information related to an individual’s past employment or lack thereof, the Council may want to consider allowing employers to use unemployment status information where the employer has a legitimate reason for doing so.

We also think it is important to clarify that an employer may exercise a preference for candidates based on their amount of experience, or seek a candidate with a certain number of years of “recent” and relevant experience.

Lastly, the Council may want to consider a clearer statement regarding this Introduction’s impact on other laws, particularly the Civil Service Law, which requires, for example, that an individual already be serving in a title in order to be eligible for promotion to a higher title in their career path. Other jurisdictions that have legislated in this area have provided express protections for employers that wish to promote from within.

Unemployment is a serious concern in New York City, but the City's approach should not be left to the ups and downs of litigation. Rather than further broadening the Human Rights Law, which cannot in itself curb unemployment, we support a targeted approach that would prohibit the most discriminatory job postings. This would supplement the City's ongoing efforts to stimulate job growth and prevent unemployment at its source.

At this time I would be happy to answer your questions.

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 814 Res. No. \_\_\_\_\_

in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: MICHELLE HOLDER  
Address: 105 E. 22<sup>ND</sup> ST 8TH FLOOR NYC  
I represent: COMMUNITY SERVICE SOCIETY  
Address: SAME AS ABOVE.

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Name: SHIRA GANS  
Address: 1 Centre St 19th fl  
I represent: MANHATTAN Borough PRESIDENT  
Address: SCOTT M. STRINGER

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Name: William Heinzen  
Address: ~~110 Bate City Hall~~  
I represent: Mayor's Office  
Address: \_\_\_\_\_

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Date: 6-20-2012

(PLEASE PRINT)

Name: MITCHELL HIRSCH

Address: 75 Maiden Lane NY

I represent: NATIONAL EMPLOYMENT LAW PROJECT

Address: Same

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Date: \_\_\_\_\_

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Name: ED OTT

Address: 25 W. 43 ST. NYC 10016

I represent: MURPHY INSTITUTE CUNY

Address: SA 78

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in favor  in opposition

Date: 6/20/12

(PLEASE PRINT)

Name: Karen Carace

Address: Supervising Attorney, Employment Law

I represent: The Legal Aid Society

Address: 199 Water St., 3rd floor  
NY, NY 10038

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