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COMMITTEE ON CIVIL AND HUMAN RIGHTS

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CITY COUNCIL  
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL AND HUMAN RIGHTS

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April 27, 2022  
Start: 10:07 a.m.  
Recess: 10:14 a.m.

HELD AT: REMOTE HEARING - VIRTUAL ROOM 3

B E F O R E: Nantasha M. Williams,  
Chairperson

COUNCIL MEMBERS: Rita C. Joseph  
Christopher Marte  
Kristin Richardson Jordan  
Rafael Salamanca, Jr.  
Inna Vernikov

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3 SERGEANT PÉREZ: Johanna, if you can  
4 please start the cloud recording.

5 COMMITTEE COUNSEL: Recording to the cloud  
6 has started.

7 SERGEANT PÉREZ: Thank you. Okay, stream  
8 has been confirmed.

9 Good morning. Welcome to New York City  
10 Council's remote Committee hearing on the Civil and  
11 Human Rights. Everyone please turn on your video at  
12 this time, silence all electronic devices. All  
13 written testimony can be submitted to  
14 [testimony@council.nyc.gov](mailto:testimony@council.nyc.gov). Thank you.

15 Chair, we're ready to begin.

16 CHAIRPERSON WILLIAMS: Thank you,  
17 Sergeant.

18 Good morning, my name is Nantasha  
19 Williams and I am the Chair of the Civil and Human  
20 Rights Committee. Thank you for joining our virtual  
21 vote today on Intro 134-A in relation to the  
22 employers required to post minimum and maximum salary  
23 information.

24 Before we begin I would like to  
25 acknowledge my colleagues on the committee who have

2 joined us. Council Member's Marte, Richardson-Jordan,  
3 Salamanca and Minority Whip Vernikov.

4 Last session the Committee heard Intro  
5 1208-B, now known as Local 32. In relations to  
6 prohibiting employees, employers from posting job  
7 listings without minimum and maximum salary  
8 information.

9 The Committee received testimony from New  
10 York City Commission on Human Rights, advocates and  
11 members of the public. A vote was held in December  
12 2021 in local law was enacted. The purpose of that  
13 law was to bring more transparency to job seekers and  
14 help eliminate inherit bias in setting employee  
15 salaries.

16 After receiving feedback from the  
17 business community regarding concerns that compliance  
18 with Local Law 32 may be burdensome for some business  
19 owners and lack some clarity on who must comply.

20 Intro 134 was drafted and aimed to clarify what types  
21 of positions and job postings we intend to cover.

22 Earlier this month the Committee heard  
23 Intro 134 and further testimony was given on the new  
24 amendment it sought to make Local Law 32. As Chair of  
25 the Committee, it is extremely imperative to me that

2 both New York City employees and employers feel that  
3 we are... they are being fully heard throughout this  
4 process. The feedback we received has been  
5 incorporate into Intro 134-A, the version we are  
6 voting on today.

7 I'd like to thank Committee staff,  
8 Jayasri Ganapathy, Senior Council of the Committee,  
9 Wiam Diouri, Policy Analyst, Jack Kern, Senior Finance  
10 Analyst and also my staff, Everton Smith and Ashley  
11 Meza.

12 I will now ask the Clerk to call for a  
13 vote.

14 CLERK MARTIN: Good morning, William  
15 Martin, Committee Clerk. Roll call vote, Committee on  
16 Civil and Human rights.

17 Chair Williams?

18 CHAIRPERSON WILLIAM: I vote aye.

19 CLERK MARTIN: Thank you. Salamanca?

20 COUNCIL MEMBER SALAMANCA: I vote aye.

21 CLERK MARTIN: Thank you. Marte?

22 COUNCIL MEMBER MARTE: I vote aye.

23 CLERK MARTIN: Thank you. Richardson-  
24 Jordan?

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1 COMMITTEE ON HUMAN AND CIVIL RIGHTS

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2 COUNCIL MEMBER RICHARDSON-JORDAN: I vote  
3 aye and please let the record reflect me as a co-  
4 sponser on... on this bill as well.

5 CLERK MARTIN: Yes. You got it. Vernikov?

6 COUNCIL MEMBER VERNIKOV: Good morning, I  
7 vote no.

8 CLERK MARTIN: 'Kay. By a vote of four in  
9 the affirmative, one negative and no abstentions  
10 the item is adopted by the Committee.

11 Madame Chair, we have one member  
12 outstanding. We will hold the vote open at your  
13 request.

14 CHAIRPERSON WILLIAMS: Yes, please.

15 CLERK MARTIN: You got it.

16 CHAIRPERSON WILLIAMS: I just spoke to  
17 Council Member Joseph, she said she should be logging  
18 in, in like a second. Just wanted to acknowledge that  
19 Council Member Farias has joined us. Thank you for  
20 being here.

21 COMMITTEE COUNSEL: We have Council Member  
22 Joseph.

23 CLERK MARTIN: Welcome Council Member  
24 Joseph. When you're ready we will take your vote.

25 COUNCIL MEMBER JOSEPH: Yes, good morning.

2 CLERK MARTIN: Thank you.

3 COUNCIL MEMBER JOSEPH: Uh-huh.

4 CLERK MARTIN: Okay, final vote now  
5 Committee on Civil and Human Rights is five in the  
6 affirmative, one in the negative and no abstentions.

7 Madame Chair, you can close at your  
8 convenience.

9 CHAIRPERSON WILLIAMS: Thank you so much  
10 Clerk. Again, I'm just really excited for the passage  
11 of this bill, my first bill. It was a bit  
12 contentious, but I think democracy truly worked here  
13 and we listened to all sides and this is something  
14 that everyone is okay with and so with that I just  
15 wanna thank the speaker and... and exact team and I  
16 hope everyone has a good day [GAVEL].

17 COMMITTEE COUNSEL: The live have ended.

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date May 17, 2022