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|  | **The Council of the City of New York**  **Finance Division**  Latonia Mckinney, Director  **Fiscal Impact Statement**  **Proposed Int.** No. 339-B  **Committee:** Civil and Human Rights |
| **Title:** To amend the administrative code of the city of New York, in relation to protections for domestic workers under the human rights law | **Sponsors:** Council Members Rose, Rosenthal, Ayala, Reynoso, Menchaca, Perkins, Rivera, Kallos, Powers, the Public Advocate (Mr. Williams), Van Bramer, Lander, Ampry-Samuel, Chin, Levine, Adams, Eugene, Moya, Barron, Cumbo, Cornegy, Treyger, Dromm, Brannan, Holden, Grodenchik, Gibson, Miller, Louis, Rodriguez, Koo, Salamanca, Maisel and Koslowitz |
| **Summary of Legislation:**  Proposed Intro. No. 339-B would amend the New York City Human Rights Law to extend employment protections to all domestic workers regardless of staff size. Domestic workers include those employed at an employer’s residence for the purpose of caring for a child, sick or elderly person, or for housekeeping or any other domestic service purpose. Domestic workers would also be entitled to reasonable accommodations for pregnancy, childbirth and related conditions such as lactation accommodations, upon request. | |
| **Effective Date:** This local law would take effect 200 days after it becomes law. | |
| **Fiscal Year In Which Full Fiscal Impact Anticipated:** Fiscal 2023 | |
| **Fiscal Impact Statement:**   |  |  |  |  | | --- | --- | --- | --- | |  | **Effective FY22** | **FY Succeeding**  **Effective FY23** | **Full Fiscal** Impact FY23 | | **Revenues (+)** | $0 | $0 | $0 | | **Expenditures (-)** | $146,229 | $501,358 | $501,358 | | **Net** | ($146,229) | ($501,358) | ($501,358) | | |
| **Impact on Revenues:** It is anticipated that there would be no impact on revenues resulting from the enactment of this legislation. | |
| **Impact on Expenditures:** It is anticipated that Commission on Human Rights would require four additional full-time staff to comply with the requirements of Proposed Intro. No. 339-B. This includes two Associate Human Rights Specialists and two Executive Agency Counsels with applicable OTPS costs. The new positions would result in a prorated impact of $96,000 in agency costs and $51,000 in fringe and OTPS for three and a half months in Fiscal 2022, and a full impact of $326,000 in agency costs and $175,000 in fringe and OTPS in Fiscal 2023 and in the outyears. | |
| **Source of Funds To Cover Estimated Costs:** General Fund | |
| **Source of Information:** The New York City Commission on Human Rights,  New York City Office of Management and Budget | |
| **Estimate Prepared by**: Jack Kern, Financial Analyst    **Estimate Reviewed by:**  Noah Brick, Assistant Counsel  Regina Poreda Ryan, Deputy Director  Eisha Wright, Unit Head  **Legislative History:** This legislation was introduced to the Council on January 31, 2018 as Intro. No. 339 and was referred to the Committee Civil and Human Rights (Committee). The Committee held a hearing on November 18, 2019 and the bill was laid over. The legislation was subsequently amended twice, and the most-recently amended version, Proposed Intro. No. 339-B, will be considered by the Committee at a hearing on July 29, 2021. Upon successful vote by the Committee, Proposed Intro. No. 339-B will be submitted to the full Council for a vote on July 29, 2021. | |
| **Date Prepared:** July 28, 2021 | |