



The Local Civil Rights Restoration Act of 2005:

Compliance & Enforcement

Wednesday, March 1, 2006
8:30 am-10:15 am

The Cornell Club
6 East 4th Street
New York, NY 10017

Presented by:

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On October 3, 2005, Mayor Michael Bloomberg signed into law the "Local Civil Rights Restoration Act of 2005." This enactment amends the New York City Human Rights Law which covers all employers with four or more employees conducting business in the City of New York. In this briefing, EBG attorneys will explore and clarify the legislatively defined purpose of the Restoration Act along with amendments made to the Human Rights Law. Topics will include:

- "Partnership status" as a protected classification and how this directly affects personnel policies, procedures and programs of employers
- The "retaliation" provision of the Human Rights Law and how it has been amended to include the most expansive definition articulated and enforced by the EEOC and various federal courts
- A "thoroughness" requirement for all agency investigations and its direct strategic impact on employers
- "Civil penalties" which now can cost employers up to \$250,000 per case, exclusive of other remedies and damages available to litigants
- "Notice requirements" of employees when commencing a discrimination action in state or federal court; and
- The term "prevailing party" under the Human Rights Law and how its definitional expansion will affect the language and significance of every settlement agreement effectuated thereunder

A question and answer session will follow the briefing.