S T A T E O F N E W Y O R K

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2009-2010 Regular Sessions

I N A S S E M B L Y

February 27, 2009

Introduced by M. of A. HIKIND, PHEFFER, GOTTFRIED, LANCMAN, ABBATE, ALFANO, CUSICK -- Multi-Sponsored by -- M. of A. BACALLES, WEISENBERG -- read once and referred to the Committee on Governmental Operations

AN ACT to amend the executive law, in relation to unlawful discriminatory practices concerning work uniforms

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. Section 296 of the executive law is amended by adding a new subdivision 21 to read as follows:

21. IT SHALL BE AN UNLAWFUL DISCRIMINATORY PRACTICE FOR ANY EMPLOYER, LABOR ORGANIZATION OR EMPLOYMENT AGENCY WHO OR WHICH REQUIRES EMPLOYEES TO PERFORM THEIR DUTIES WEARING A SPECIFIED WORK UNIFORM TO PROHIBIT EMPLOYEES FROM WEARING ANY ARTICLE OF RELIGIOUS HEADGEAR UNLESS SUCH PROHIBITION IS REASONABLY RELATED TO THE HEALTH OR SAFETY OF EMPLOYEES WHILE ON THE JOB. THE PROVISIONS OF THIS SUBDIVISION SHALL NOT BE CONSTRUED TO IMPAIR OR DIMINISH ANY EXISTING RIGHTS AND REMEDIES OF EMPLOYEES RELATING TO UNLAWFUL DISCRIMINATION ON THE BASIS OF RELIGION OR CREED CONTAINED IN THIS LAW OR ANY OTHER LAW.

S 2. This act shall take effect immediately.

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

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