

8769

I N A S S E M B L Y

February 12, 2014

Introduced by M. of A. JAFFEE -- read once and referred to the Committee
on Labor

AN ACT to amend the labor law, in relation to discrimination based on an
individual's or a dependent's reproductive health decision making

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

1 Section 1. The labor law is amended by adding a new section 203-e to
2 read as follows:
3 S 203-E. PROHIBITION OF DISCRIMINATION BASED ON AN INDIVIDUAL'S OR A
4 DEPENDENT'S REPRODUCTIVE HEALTH DECISION MAKING. 1. AN EMPLOYER SHALL
5 NOT DISCRIMINATE AGAINST AN INDIVIDUAL WITH RESPECT TO COMPENSATION,
6 TERMS, CONDITIONS, OR PRIVILEGES OF EMPLOYMENT BECAUSE OF OR ON THE
7 BASIS OF THE INDIVIDUAL'S OR A DEPENDENT'S REPRODUCTIVE HEALTH DECISION
8 MAKING, INCLUDING A DECISION TO USE OR ACCESS A PARTICULAR DRUG, DEVICE
9 OR MEDICAL SERVICE, OR BECAUSE OF OR ON THE BASIS OF AN EMPLOYER'S
10 PERSONAL BELIEFS ABOUT SUCH SERVICES.
11 2. NOTHING IN THIS SECTION SHALL BE CONSTRUED TO LIMIT ANY RIGHTS OF
12 AN EMPLOYEE PROVIDED THROUGH ANY OTHER PROVISION OF LAW OR COLLECTIVE
13 BARGAINING UNIT.
14 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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