

6578

I N S E N A T E

February 7, 2014

Introduced by Sens. KRUEGER, HOYLMAN -- read twice and ordered printed,  
and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to prohibiting discrimination  
by an employer based on an employee's decisions regarding his or her  
reproductive health

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. REPRODUCTIVE HEALTHCARE DECISIONS; DISCRIMINATION PROHIBITED.  
4 1. AN EMPLOYER SHALL NOT DISCRIMINATE AGAINST AN INDIVIDUAL WITH RESPECT  
5 TO COMPENSATION, TERMS, CONDITIONS, OR PRIVILEGES OF EMPLOYMENT BECAUSE  
6 OF OR ON THE BASIS OF THE INDIVIDUAL'S OR A DEPENDENT'S REPRODUCTIVE  
7 HEALTH DECISION MAKING, INCLUDING A DECISION TO USE OR ACCESS A PARTIC-  
8 ULAR DRUG, DEVICE OR MEDICAL SERVICE, OR BECAUSE OF OR ON THE BASIS OF  
9 AN EMPLOYER'S PERSONAL BELIEFS ABOUT SUCH SERVICES.  
10 2. NOTHING IN THIS SECTION SHALL BE CONSTRUED TO LIMIT ANY RIGHTS OF  
11 AN EMPLOYEE PROVIDED THROUGH ANY OTHER PROVISION OF LAW OR COLLECTIVE  
12 BARGAINING AGREEMENT.  
13 S 2. This act shall take effect immediately.

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

LBD13689-01-4