

6736

I N S E N A T E

February 11, 2016

Introduced by Sen. SANDERS -- read twice and ordered printed, and when printed to be committed to the Committee on Finance

AN ACT to amend the executive law, in relation to maternity policies for police officers and correctional officers

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

1 Section 1. The executive law is amended by adding a new section 845-c
2 to read as follows:
3 S 845-C. MATERNITY POLICY. ANY ENTITY EMPLOYING A POLICE OFFICER OF
4 THE STATE OR A MUNICIPALITY, OR A CORRECTIONAL OFFICER, SHALL ADOPT OR
5 REVISE MATERNITY LEAVE POLICIES TO CONFORM WITH THE FOLLOWING REQUIRE-
6 MENTS:
7 (A) ENSURE AGAINST DISCRIMINATION ON THE BASIS OF PREGNANCY, CHILD-
8 BIRTH, OR ANY RELATED MEDICAL CONDITION;
9 (B) PROVIDE THAT SUCH OFFICERS ARE TREATED IN THE SAME FASHION AS
10 TEMPORARILY DISABLED OFFICERS DURING PREGNANCY;
11 (C) PROVIDE FOR PROCEDURES TO MODIFY FULL-DUTY ASSIGNMENTS AND TO
12 PROVIDE TEMPORARY, LIGHT-DUTY ASSIGNMENTS, IF AND WHEN MEDICALLY INDI-
13 CATED, CONSISTENT WITH THE OPERATIONAL REQUIREMENTS OF THE EMPLOYING
14 ENTITY, AND THAT TAKE INTO CONSIDERATION ANY SPECIFIC RESTRICTIONS IDEN-
15 TIFIED BY A PREGNANT OFFICER'S PHYSICIAN;
16 (D) EXEMPT SUCH OFFICERS FROM FIREARMS QUALIFICATION REQUIREMENTS
17 DURING PREGNANCY; AND
18 (E) PROVIDE FOR ALL PRACTICABLE UNIFORM AND/OR EQUIPMENT MODIFICA-
19 TIONS, AS MAY BE NECESSARY.
20 S 2. This act shall take effect on the sixtieth day after it shall
21 have become a law.

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

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