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

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:

Section 1. The executive law is amended by adding a new section 845-c to read as follows:

S 845-C. MATERNITY POLICY. ANY ENTITY EMPLOYING A POLICE OFFICER OF THE STATE OR A MUNICIPALITY, OR A CORRECTIONAL OFFICER, SHALL ADOPT OR REVISE MATERNITY LEAVE POLICIES TO CONFORM WITH THE FOLLOWING REQUIREMENTS:

(A) ENSURE AGAINST DISCRIMINATION ON THE BASIS OF PREGNANCY, CHILDBIRTH, OR ANY RELATED MEDICAL CONDITION;

(B) PROVIDE THAT SUCH OFFICERS ARE TREATED IN THE SAME FASHION AS TEMPORARILY DISABLED OFFICERS DURING PREGNANCY;

(C) PROVIDE FOR PROCEDURES TO MODIFY FULL-DUTY ASSIGNMENTS AND TO PROVIDE TEMPORARY, LIGHT-DUTY ASSIGNMENTS, IF AND WHEN MEDICALLY INDICATED, CONSISTENT WITH THE OPERATIONAL REQUIREMENTS OF THE EMPLOYING ENTITY, AND THAT TAKE INTO CONSIDERATION ANY SPECIFIC RESTRICTIONS IDENTIFIED BY A PREGNANT OFFICER'S PHYSICIAN;

(D) EXEMPT SUCH OFFICERS FROM FIREARMS QUALIFICATION REQUIREMENTS DURING PREGNANCY; AND

(E) PROVIDE FOR ALL PRACTICABLE UNIFORM AND/OR EQUIPMENT MODIFICATIONS, AS MAY BE NECESSARY.

S 2. This act shall take effect on the sixtieth day after it shall have become a law.

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

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