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

2728

2015-2016 Regular Sessions

I N A S S E M B L Y

January 20, 2015

Introduced by M. of A. KATZ -- Multi-Sponsored by -- M. of A. BLANKENBUSH, CROUCH, FINCH, GOODELL, HAWLEY, LOPEZ, LUPINACCI -- read once and referred to the Committee on Governmental Operations

AN ACT to amend the executive law, in relation to the prevention of pregnancy discrimination

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

Section 1. Subdivision 21 of section 296 of the executive law, as renumbered by chapter 536 of the laws of 2010, is renumbered subdivision 22 and a new subdivision 21 is added to read as follows:

21. (A) IT SHALL BE AN UNLAWFUL DISCRIMINATORY PRACTICE FOR ANY EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, LICENSING AGENCY, OR ITS EMPLOYEES, AGENTS, OR MEMBERS:

(1) TO DIRECTLY OR INDIRECTLY SOLICIT OR REQUIRE INFORMATION ABOUT WHETHER OR NOT A FEMALE EMPLOYEE OR APPLICANT IS OR INTENDS TO BECOME PREGNANT AS A CONDITION OF EMPLOYMENT, PRE-EMPLOYMENT APPLICATION, LABOR ORGANIZATION MEMBERSHIP, OR LICENSURE; OR

(2) TO REFUSE TO HIRE OR TO DISCHARGE, FIRE OR TERMINATE AN EMPLOYEE BECAUSE SHE IS OR MAY BECOME PREGNANT.

(B) EVERY EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, LICENSING AGENCY, OR ITS EMPLOYEES, AGENTS, OR MEMBERS SHALL BE REQUIRED TO MAKE REASONABLE ACCOMMODATIONS FOR PREGNANCY RELATED CONDITIONS.

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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