STATE OF NEW YORK

4204

2019-2020 Regular Sessions

IN ASSEMBLY

February 1, 2019

Introduced by M. of A. WEPRIN, CAHILL, PAULIN, RAMOS, M. G. MILLER, QUART, AUBRY, SEAWRIGHT, BARRON, VANEL, HEVESI -- Multi-Sponsored by -- M. of A. ABBATE, BRAUNSTEIN, COLTON, COOK, DAVILA, LAVINE, MOSLEY, ORTIZ, PERRY, RIVERA, SOLAGES -- read once and referred to the Committee on Governmental Operations

AN ACT to amend the executive law, in relation to prohibiting discrimination against religious attire

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Paragraph (a) of subdivision 10 of section 296 of the executive law, as amended by chapter 539 of the laws of 2002, is amended to read as follows:

(a) It shall be an unlawful discriminatory practice for any employer, or an employee or agent thereof, to impose upon a person as a condition of obtaining or retaining employment, including opportunities for promotion, advancement or transfers, any terms or conditions that would require such person to violate or forego a sincerely held practice of his or her religion, including but not limited to the observance of any particular day or days or any portion thereof as a sabbath or other holy day in accordance with the requirements of his or her religion **or the wearing of any attire, clothing, or facial hair in accordance with the requirements of his or her religion**, unless, after engaging in a bona fide effort, the employer demonstrates that it is unable to reasonably accommodate the employee's or prospective employee's sincerely held religious observance or practice without undue hardship on the conduct of the employer's business. Notwithstanding any other provision of law to the contrary, an employee shall not be entitled to premium wages or premium benefits for work performed during hours to which such premium wages or premium benefits would ordinarily be applicable, if the employee is working during such hours only as an accommodation to his or her sincerely held religious requirements. Nothing in this paragraph or

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

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paragraph (b) of this subdivision shall alter or abridge the rights granted to an employee concerning the payment of wages or privileges of seniority accruing to that employee.

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