

STATE OF NEW YORK

5436

2025-2026 Regular Sessions

IN ASSEMBLY

February 14, 2025

Introduced by M. of A. ROSENTHAL -- read once and referred to the
Committee on Governmental Operations

AN ACT to amend the executive law, the labor law and the public health
law, in relation to preventing discrimination and increasing awareness
of menopause and perimenopause

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

1 Section 1. Paragraph (a) of subdivision 3 of section 296 of the execu-
2 tive law, as amended by chapter 369 of the laws of 2015, is amended to
3 read as follows:

4 (a) It shall be an unlawful discriminatory practice for an employer,
5 licensing agency, employment agency or labor organization to refuse to
6 provide reasonable accommodations to the known disabilities, [~~ex~~] preg-
7 nancy-related conditions, or menstrual-related or menopausal-related
8 conditions of an employee, prospective employee or member in connection
9 with a job or occupation sought or held or participation in a training
10 program.

11 § 2. The labor law is amended by adding a new section 201-j to read as
12 follows:

13 § 201-j. Informational materials relating to the rights of employees
14 for menstrual-related and menopausal-related conditions. Every employer
15 shall provide each employee an informational pamphlet on any regulations
16 promulgated pursuant to section two hundred ninety-six of the executive
17 law relating to the rights of employees for menstrual-related and meno-
18 pausal-related conditions, including the duty of such employer to
19 provide reasonable accommodations. Such pamphlet shall be prepared by
20 the New York state division of human rights and include resources for
21 employees if employees feel that such employees have been discriminated
22 against.

23 § 3. The public health law is amended by adding a new section 267-c to
24 read as follows:

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

LBD09231-01-5

1 § 267-c. Informational materials concerning menopause and perimenopause. The commissioner shall create physical or online informational
2 materials about menopause and perimenopause, and the symptoms of menopause and perimenopause, to be provided to primary care physicians and
3 gynecologists. Such primary care physicians and gynecologists shall
4 distribute such informational materials to women patients who are
5 between the ages of thirty-five and sixty, inclusive.
6

7
8 § 4. This act shall take effect immediately.