STATE OF NEW YORK

9244

IN SENATE

February 18, 2026

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

AN ACT to amend the workers' compensation law, in relation to providing five days of paid leave for menopause

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

Section 1. Paragraph B of subdivision 9 of section 201 of the workers' compensation law, as amended by chapter 352 of the laws of 1981, is amended to read as follows:

B. "Disability" also includes disability caused by or in connection with a pregnancy **or menopause**.

§ 2. Section 201 of the workers' compensation law is amended by adding a new subdivision 25 to read as follows:

25. "Menopause" includes symptoms such as vasomotor symptoms including hot flashes and night sweats, chills, sleep problems, hormonal/emotional imbalances, weight gain and slowed metabolism.

§ 3. Paragraph (c) of subdivision 15 of section 201 of the workers' compensation law, as added by section 2 of part SS of chapter 54 of the laws of 2016, is amended and a new paragraph (d) is added to read as follows:

(c) because of any qualifying exigency as interpreted under the family and medical leave act, 29 U.S.C.S § 2612(a)(1)(e) and 29 C.F.R. S.825.126(a)(1)-(8), arising out of the fact that the spouse, domestic partner, child, or parent of the employee is on active duty (or has been notified of an impending call or order to active duty) in the armed forces of the United States[~~.~~]**; or (d) to seek services for menopause including, but not limited to, medical attention for any physical or psychological imbalances, and seeking physician assistance in order to deal with the effects of prescribed pharmaceuticals.**

§ 4. The workers' compensation law is amended by adding a new section 204-a to read as follows:

§ 204-a. Menopause leave. In addition to any leave taken by an individual pursuant to section two hundred four of this article, an eligible employee may take an additional five days a month paid leave during any

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

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fifty-two-week calendar period for menopause. An employee taking paid leave pursuant to the provisions of this section shall otherwise be treated as any other covered employee for the purposes of this chapter.

§ 5. The department of financial services is authorized to take into account the provisions of this act when determining the maximum employee contribution for the paid family leave program pursuant to article 9 of the workers' compensation law.

§ 6. This act shall take effect immediately.