STATE OF NEW YORK

9247

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 labor law, in relation to a period of paid leave for menopause

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

Section 1. The labor law is amended by adding a new section 202-m to read as follows:

§ 202-m. Leave of absence for menopause granted to employees. 1. An employer shall grant no less than five days of leave of absence in any twelve month period to an employee who suffers from menopause symptoms.

2. An employer shall not retaliate against an employee for requesting or obtaining a leave of absence under this section.

3. This section shall not prevent an employer from providing leave for menopause in addition to leave allowed under any other provision of law. This section shall not affect an employee's rights with respect to any other employee benefit otherwise provided by law.

4. The commissioner is hereby authorized and directed to establish any necessary guidelines, including requirements for notice, request and approval of leave, and documentation, for the timely implementation of the program.

§ 2. The commissioner of labor, in consultation with the commissioner of health, shall develop workplace guidance for understanding and effectively and compassionately managing menopause challenges in the workplace. Additionally, such commissioners shall create a public awareness campaign normalizing menopause and its potential impact on workers.

§ 3. This act shall take effect on the first of January next succeeding the date on which 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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