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**THE LEAGUE
OF WOMEN VOTERS**
of New York State

MEMORANDUM IN SUPPORT OF:
A. 4272 (Gunther)

TO: NYS Assembly
DATE: May 4, 2015

Subject: An act to amend the executive law, in relation to reasonable accommodation.

The League of Women Voters of New York State strongly supports the above referenced legislation which provides that employers must perform a reasonable accommodation analysis for employees with pregnancy-related conditions.

Conditions related to childbirth and pregnancy can result in impairment requiring accommodation. Some pregnant workers require modest adjustments on the job for conditions related to pregnancy and childbirth in order to stay healthy and keep working. Employees may require a stool to sit on, extra restroom breaks, transfer away from hazardous duties, a temporary reprieve from heavy lifting, or a reasonable time for childbirth recovery.

Under A.4272, a reasonable accommodation would not have to be granted if it imposed an undue hardship to an employer. A pregnancy-related condition would be treated as a temporary disability for the purposes of current Division of Human Rights regulations regarding reasonable accommodations.

The League of Women Voters of New York State believes a pregnant woman should not have to choose between her own health needs and her need for a job and the income it provides to her family. New York needs healthy workers and children and families. It is in our interest to require employers to make reasonable accommodations for pregnant women.

For the above reasons, the League of Women Voters of New York State strongly urges your support of A.4272.