

**Memorandum of Support  
A 566 (Jaffee) / S 3791 (Krueger)  
2018**

**AN ACT to amend the labor law in relation to discrimination based on an employee's or a dependent's reproductive health decision making**

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This legislation would prohibit an employer from taking adverse employment action against an employee because of that employee's or a dependent's reproductive health choices, such as a decision to use or access a particular drug, device or medical service.

Current state and federal law protects individuals against employment discrimination on the basis of sex and pregnancy, but loopholes unfortunately still exist. The Federal Pregnancy Discrimination Act applies only to employers of 15 or more employees, leaving many workers unprotected from discrimination. This legislation will strengthen and expand state law to ensure that an employer cannot retaliate against an employee because the employee or their dependent accessed care related to pregnancy, family planning, or any other reproductive health service.

This bill is about simple fairness. Employees should not fear losing their jobs for making personal health decisions. This legislation gives New York workers the peace of mind of knowing that their private health decisions are protected and cannot be used as a basis for being fired.

When women and families are able to access the health care services they need, it improves the health and wellbeing of our state. The bill corrects loopholes in the law that leave women uncertain about their abilities to access reproductive health services while also maintaining secure employment.

New York has a long history of protecting individuals from discrimination in the workplace. Decisions about pregnancy, using contraception, and other personal health matters should also be protected under the law.

**Planned Parenthood Empire State Acts strongly supports this legislation and urges legislators to pass this bill.**