



October 2013

New York City Legislation Forces Employers to Provide Pregnancy-Related Accommodations

On October 2, 2013, Mayor Michael Bloomberg signed into law a measure that will require New York City employers to provide reasonable accommodations for an employee's pregnancy, childbirth or related medical conditions.

Employers with at least four employees are subject to the New York City law. Examples of reasonable accommodations include, among other things:

- Bathroom breaks
- Leave for a period of disability arising from childbirth
- Breaks to facilitate water intake
- Periodic rest for those who stand for long periods of time
- Assistance with manual labor

Employers are not required to provide accommodations that cause them undue hardship (i.e. significant operational difficulty and/or expense), but employers have the burden of proving the undue hardship.

The new legislation will take effect on January 30, 2014.



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