



**ALLIANCE OF NEW YORK STATE YMCAs
YOUTH AND GOVERNMENT
Legislative Bill**

Bill # 44

**Referred to Committee:
2**

Authors:
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Action on the Bill

Assembly	Senate
___ <input type="checkbox"/> Passed	___ <input type="checkbox"/> Passed
___ <input type="checkbox"/> Defeated	___ <input type="checkbox"/> Defeated

AN ACT TO: Extend Maternity Leave

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

PURPOSE: To amend the Family Leave Law to include maternity leave.

SUMMARY OF PROVISIONS:

Section 1:

(1) Family Leave Law provides you the right to job protected leave for eight weeks.

(2) Disability Benefits Laws insurance provides partial wage replacement to employees who are temporarily unable to work for any reason, including pregnancy.

Section 2:

Maternity Leave would be a part of the Family Leave Laws. All aspects of the Family Leave Laws would be applied to the Maternity leave, including the amount of weeks and the amount of salary they would get.

JUSTIFICATION: New York should amend the Family Leave Law going into effect as of 2018 to include maternity leave. Under the Disability Benefits Law, women currently get up to 6 weeks of leave and 50% of maximum salary. If maternity leave was included to the Family Leave Law, it would give women job-protected leave for eight weeks (in 2018), ten weeks (in 2019 and 2020), or 12 weeks (in 2021.) This means that women would get a gradual increase of weeks for maternity leave. When a mother has to leave her baby at 6 weeks, the baby at that time requires more attention compared to leaving a baby at the stage of 3 months which is how many weeks they would get by 2021. Research shows that 20 minute sleep cycles are frequent at six weeks of age. On the contrary, a 3 month baby can sleep for six to seven hours at a time. In the case that a baby is born premature, the baby might be on life support or need to be readmitted to the hospital according to. If this occurs parents are needed in this sensitive time for an extensive amount of time. The Family Leave Law gives you 50% of your average weekly wage in 2018 to 67% percent of your average weekly wage in 2021. The same would apply to those taking maternity leave.

<https://www.disabilitysecrets.com/resources/disability/disability-rights/maternity-leave-rights-in-new-york>

<https://www.webmd.com/parenting/baby/baby-development-6-month-old#1>

<https://ukhealthcare.uky.edu/health-and-wellness/publications/fact-sheets/mother-baby/Short-and-Long-Term-Effects-of-Preterm-Birth-Fact-Sheet/>

<https://www.disabilitysecrets.com/resources/disability/disability-rights/maternity-leave-rights-in-new-york>

FISCAL IMPLICATIONS:

There will be minimal fiscal impact on the State of New York.

EFFECTIVE DATE:

December 1, 2018