

## EMPLOYMENT

### Recent League Activity

For action on pay equity, please see **Pay Equity** under the **Women's Issues** section of this publication.

**During the 2013 legislative session, LWVNY joined the NY Women's Equality Coalition to lobby for passage of Governor Cuomo's 10-point Women's Equality Agenda/Act (WEA). The WEA included employment related provisions that would address discrimination women face in the workplace. These WEA provisions would:**

- **Extend New York State's law that prohibits sexual harassment in the workplace to workplaces with fewer than four employees. (Currently, those working for employers with fewer than 4 employees cannot file a complaint with the State because small employers are currently exempt from the provisions of State law that prohibit harassment.)**
- **Outlaw discrimination against parents in the workplace (Current state law protects against familial status discrimination in housing and credit, but not employment.)**
- **Address pregnancy discrimination in the workplace by requiring employers to provide reasonable accommodation to pregnant workers**

The League lobbied extensively for passage of the WEA, but it did not pass during the 2013 legislative session. For a complete narrative on the League's advocacy on WEA, please see the *Women's Issues* section

### Past League Activity

In the early 1970s, the national League acted to eliminate discriminatory hiring practices in state-financed or assisted construction activity. The League has worked for legislation that will assure affirmative action in state-awarded hiring contracts. (**LWVUS Impact on Issues, 2010-2012, pp. 58**)

In the 1970s the League also focused on the plight of migrant workers, especially the need for adequate standards of health and housing, better education and day care facilities, and prevention of punitive measures that would restrict the right of migrant workers to work for better conditions.

In 1981, LWVNYS supported a constitutional amendment to increase the loan capacity of the Job Development Authority. LWVNYS support was an important factor in its subsequent acceptance by voters.