



**ASSEMBLY STANDING COMMITTEE ON LABOR  
ASSEMBLY STANDING COMMITTEE ON GOVERNMENTAL OPERATIONS  
ASSEMBLY SUBCOMMITTEE ON WORKPLACE SAFETY  
ASSEMBLY TASK FORCE ON WOMEN'S ISSUES**

**NOTICE OF PUBLIC HEARING**

**SUBJECT:** Challenges pregnant women and nursing mothers face when working in non-traditional workplaces.

**PURPOSE:** The purpose of this hearing is to explore challenges pregnant women and nursing mothers face when working in non-traditional workplaces and their rights under the labor and human rights law.

**POSTPONED NEW DATE TBD**

**Assembly Hearing Room  
250 Broadway, Room 1923, 19th Floor  
New York, New York 10007**

**Wednesday  
January 25, 2017  
11:00 AM**

**ORAL TESTIMONY BY INVITATION ONLY**

According to the Bureau of Labor Statistics, women account for nearly 47% of the workforce in the United States, with 57% of women working or seeking employment. While almost all states saw a decline in women's labor force participation in recent years, New York State was one of eleven states to see an increase in the percentage of women in the workforce since 2002. There is no question that demands on women have increased over time causing strain between workplace and family responsibilities, often leaving many women underemployed. In response to the challenges faced by women across the workforce, New York State passed legislation in 2007 requiring employers to provide both the opportunity and a private space for breastfeeding mothers to express milk. Additional support was provided for women in the workforce in 2015 when legislation was enacted to require employers to provide reasonable accommodations for pregnancy-related conditions.

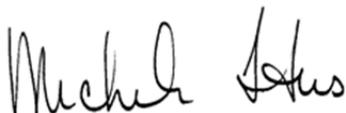
Non-traditional workplaces offer significant opportunities for women. In many cases, these non-traditional job opportunities offer higher wages than jobs traditionally held by females, as well as better benefits, decreased pay gap due to union membership and established opportunities for advancement. However, the Committees on Labor, Governmental Operations, the Subcommittee on Workplace Safety, and the Task Force on Women's Issues, have become aware that pregnant women and nursing mothers who work in these non-traditional work environments often face challenges when requesting private space for nursing or an accommodation for a pregnancy-related condition. The purpose of this hearing is to explore the challenges pregnant women and nursing mothers face when working in non-traditional workplaces.

Persons invited to present pertinent testimony to the Committees at the above hearing should complete and return the enclosed reply form as soon as possible, but no later than Monday, January 23, 2017. It is important that the reply form be fully completed and returned so that persons may be notified in the event of emergency postponement or cancellation.

Oral testimony will be limited to 10 minutes duration. In preparing the order of witnesses, the Committees will attempt to accommodate individual requests to speak at particular times in view of special circumstances. These requests should be made on the attached reply form or communicated to Committee staff as early as possible. Ten copies of any prepared testimony should be submitted at the hearing registration desk. The Committee would appreciate advance receipt of prepared statements.

In order to meet the needs of those who may have a disability, the Assembly, in accordance with its policy of non-discrimination on the basis of disability, as well as the 1990 Americans with Disabilities Act (ADA), has made its facilities and services available to all individuals with disabilities. For individuals with disabilities, accommodations will be provided, upon reasonable request, to afford such individuals access and admission to Assembly facilities and activities.

**Michele Titus**



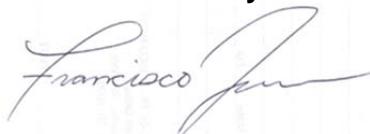
**Member of Assembly  
Chair  
Committee on Labor**

**Crystal Peoples-Stokes**



**Member of Assembly  
Chair  
Committee on Governmental Operations**

**Francisco Moya**



**Member of Assembly  
Chair  
Subcommittee on Workplace Safety**

**Shelley Mayer**



**Member of Assembly  
Chair  
Task Force on Women's Issues**

PUBLIC HEARING REPLY FORM

Persons invited to present testimony at the public hearing on challenges pregnant women and nursing mothers face when working in non-traditional workplaces are requested to complete this reply form as soon as possible, but no later than Monday, January 23, 2017 and mail, email, or fax it to:

Nicole Duckham  
Analyst  
Assembly Committee on Labor  
Room 520 - Capitol  
Albany, New York 12248  
Email: duckhamn@nyassembly.gov  
Phone: (518) 455-4311  
Fax: (518) 455-7095

- I plan to attend the following public hearing on challenges pregnant women and nursing mothers face when working in non-traditional workplaces to be conducted by the New York State Assembly Committee on Labor, Committee on Governmental Operations, Subcommittee on Workplace Safety, and the Task Force on Women's Issues on Wednesday, January 25, 2017.
- I have been invited to make a public statement at the hearing. My statement will be limited to 10 minutes, and I will answer any questions which may arise. I will provide 10 copies of my prepared statement.
- I will address my remarks to the following subjects:

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- I do not plan to attend the above hearing.
- I would like to be added to the Committee mailing list for notices and reports.
- I would like to be removed from the Committee mailing list.
- I will require assistance and/or handicapped accessibility information. **Please specify the type of assistance required:** \_\_\_\_\_

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NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

ORGANIZATION: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

E-MAIL: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_

FAX: \_\_\_\_\_