



Legislation Text

File #: Int 0508-2022, Version: *

Int. No. 508

By Council Members Schulman, Hanif, Brewer, Nurse, Abreu, Louis, Won, Narcisse, Velázquez, Riley, Rivera, Sanchez and Bottcher

A Local Law to amend the administrative code of the city of New York, in relation to requiring family building benefits for city employees

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 12 of the administrative code of the city of New York is amended by adding a new section 12-141 to read as follows:

§ 12-141 Family building benefits for city employees. a. Definitions. For purposes of this section, the following terms have the following meanings:

“Adoption.” The term “adoption” includes the range of services available to adults who intend to adopt a child, including agency and legal services related to the adoption of a child.

“Assisted reproduction.” The term “assisted reproduction” includes the range of services and technologies to assist adults who intend to become parents, including, but not necessarily limited to: egg and sperm donation and preservation; in vitro fertilization; intrauterine insemination; surrogacy; and agency and legal services related to such services and technologies, as well as the establishment of parentage of a child.

“City employee.” The term “city employee” means a person who: is employed by a department or agency of the city; and is paid out of the city treasury; and is employed under terms prescribing a work week regularly consisting of twenty or more hours during the fiscal year; and is not employed by the board of education.

b. The city shall offer family building benefits to city employees for the purpose of defraying the costs

of assisted reproduction and adoption. Such benefits shall reimburse city employees for some or all of such costs when another city-provided health insurance plan does not cover them. The office of labor relations may enter into contracts with companies providing insurance coverage for such services and technologies for the purpose of meeting the requirements of this section.

c. The city shall not discriminate on the basis of marital or partnership status in meeting the requirements of this section. Family building benefits offered to city employees pursuant to this section shall not condition eligibility for such benefits on an infertility diagnosis.

d. This section does not affect the mayor's authority to bargain with certified employee organizations pursuant to chapter 3 of title 12 of the administrative code.

§ 2. This local law takes effect immediately.