



the work and family legal center

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New Rights for New York Women Signed Into Law Today ***A Better Balance Applauds Governor Cuomo for Signing Key Bills into Law that Tackle Discriminatory Barriers and Inequality in the Workplace***

NEW YORK—A Better Balance today applauded Governor Andrew Cuomo for signing into law [key measures](#) that promote fundamental fairness and equality for the women of New York, from reducing discrimination in the workplace to improving women’s wellbeing, and working to ensure equal treatment under the law.

"We thank Governor Cuomo for having the courage and vision to break down key legal barriers that perpetuate discrimination and inequality in the workplace" said Dina Bakst, Co-founder and Co-President of A Better Balance who joined Governor Cuomo and other Women’s Equality Coalition partners at today’s bill signing. "We still have our work cut out for us to ensure full women’s equality across the state, but this huge step, years in the making, will make an enormous difference for women and families in New York."

In particular, legislation signed into law today means pregnant women in New York will no longer have to choose between their paychecks and a healthy pregnancy. This includes Betzaida Cruz Cardona and Armanda Legros, two clients of A Better Balance, who both experienced pregnancy discrimination firsthand.

Cruz Cardona, who worked as a cashier at a large retail chain was told by a manager to “stay home and take care of [her] pregnancy” after she brought in a doctor’s note saying she couldn’t lift more than 25 pounds. Even though she rarely lifted anything heavier than 25 pounds as a cashier, Cruz Cardona was fired when she was four months pregnant.

Legros, who worked at an armored truck company, was sent home without pay indefinitely at six and a half months pregnant when she needed to avoid heavy lifting. As a single mother with no other income, Legros faced a downward financial spiral, losing her job, falling behind on rent payments and nearly losing her apartment.

“No woman should have to go through what Betzaida and Armanda did. At A Better Balance, we see it up close far too often—unfair treatment on the job that jeopardizes the health and economic security of women and families, especially those with the fewest resources,” Bakst said. “Now, the women of New York have the law on their side – and they have real tools to combat discrimination in the workplace. Thanks to these critical protections, the women of New York won’t be penalized simply for being mothers. ”

Watch a video of the bill signing that features A Better Balance and its clients here: <https://youtu.be/hpRKZDgJizg>

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A Better Balance is a national legal advocacy organization dedicated to promoting fairness in the workplace and helping workers meet the conflicting demands of work and family. Follow on Twitter at @ABetterBalance and on Facebook at <http://www.facebook.com/ABetterBalance>.