

Light Duty Policy for EMTs and Paramedics Who are Pregnant

In June of 1993, after protests by the union to the Board of Directors of the Health and Hospitals Corporation at public meetings, HHC agreed to allow all EMTs and Paramedics who are pregnant to work "light duty" until they can no longer come to work, at which time they can use their accumulated sick, annual leave, and compensatory balances.

This Agreement continued with FDNY as part of the merger of EMS into FDNY.

RESPONSE BOOK

Annual Public Meetings of the Board of Directors

Written responses
to concerns raised at
the November, 1992
Annual Public Meetings

June 1993

NEW YORK CITY
HEALTH AND HOSPITALS
CORPORATION 166

Discrimination Against Pregnant Workers

Frank Jerez
Vice President
EMS Local 2507

Queens Meeting

Concerns:

Speaker, representing 2300 emergency medical technicians and paramedics, indicated that EMS discriminates against women by not recognizing that it is normal and acceptable to become pregnant. At EMS, a woman had to try to hide her pregnancy or be forced off the job and off payroll. Speaker stated that if a woman could not do heavy lifting or street assignments, she should be reassigned to a desk job with no loss of pay or benefits, despite the fact that EMS stated its budget would not allow them to transfer pregnant women to jobs with no physical stress. Speaker called on the HHC Board to grant emergency medical professionals the right to have babies without losing their jobs.

Response:

Effective January 1993, under the authorization of Dr. Billy E. Jones, HHC President, EMS placed all pregnant uniformed personnel in non-patient positions whenever requested by such employees.