

S 3565

Pregnant Workers Fairness Act

Congress: 112 (2011–2013, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Sep 19, 2012

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Sep 19, 2012)

Official Text: <https://www.congress.gov/bill/112th-congress/senate-bill/3565>

Sponsor

Name: Sen. Casey, Robert P., Jr. [D-PA]

Party: Democratic • **State:** PA • **Chamber:** Senate

Cosponsors (9 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Harkin, Tom [D-IA]	D · IA		Sep 19, 2012
Sen. Lautenberg, Frank R. [D-NJ]	D · NJ		Sep 19, 2012
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Sep 19, 2012
Sen. Shaheen, Jeanne [D-NH]	D · NH		Sep 19, 2012
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Sep 20, 2012
Sen. Murray, Patty [D-WA]	D · WA		Sep 21, 2012
Sen. Sanders, Bernard [I-VT]	I · VT		Nov 13, 2012
Sen. Leahy, Patrick J. [D-VT]	D · VT		Nov 14, 2012
Sen. Blumenthal, Richard [D-CT]	D · CT		Nov 26, 2012

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Sep 19, 2012

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
112 HR 5647	Identical bill	Sep 26, 2012: Referred to the Subcommittee on Health, Employment, Labor, and Pensions.

Pregnant Workers Fairness Act - Declares it an unlawful employment practice for employers, employment agencies, labor organizations, and other specified entities to: (1) not make reasonable accommodations to known limitations related to the pregnancy, childbirth, or related medical conditions of job applicants or employees, unless the accommodation would impose an undue hardship on such an entity's business operation; (2) deny employment opportunities based on the need of the entity to make such reasonable accommodations; (3) require such job applicants or employees to accept an accommodation that they choose not to accept; or (4) require such employees to take leave if another reasonable accommodation can be provided to their known limitations.

Sets forth enforcement procedures and remedies under the Civil Rights Act of 1964, Congressional Accountability Act of 1995, Government Employee Rights Act of 1991, and the rights and protections extended to presidential offices.

Directs the Equal Employment Opportunity Commission (EEOC) to issue regulations to carry out this Act, including the identification of reasonable accommodations addressing known limitations related to pregnancy, childbirth, or related medical conditions.

Actions Timeline

- **Sep 19, 2012:** Introduced in Senate
- **Sep 19, 2012:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.