

HR 5647

Pregnant Workers Fairness Act

Congress: 112 (2011–2013, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: May 8, 2012

Current Status: Referred to the Subcommittee on Health, Employment, Labor, and Pensions.

Latest Action: Referred to the Subcommittee on Health, Employment, Labor, and Pensions. (Sep 26, 2012)

Official Text: <https://www.congress.gov/bill/112th-congress/house-bill/5647>

Sponsor

Name: Rep. Nadler, Jerrold [D-NY-8]

Party: Democratic • **State:** NY • **Chamber:** House

Cosponsors (112 total)

Cosponsor	Party / State	Role	Date Joined
Del. Christensen, Donna M. [D-VI-At Large]	D · VI		May 8, 2012
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		May 8, 2012
Rep. Ackerman, Gary L. [D-NY-5]	D · NY		May 8, 2012
Rep. Baca, Joe [D-CA-43]	D · CA		May 8, 2012
Rep. Berman, Howard L. [D-CA-28]	D · CA		May 8, 2012
Rep. Boswell, Leonard L. [D-IA-3]	D · IA		May 8, 2012
Rep. Brady, Robert A. [D-PA-1]	D · PA		May 8, 2012
Rep. Brown, Corrine [D-FL-3]	D · FL		May 8, 2012
Rep. Capps, Lois [D-CA-23]	D · CA		May 8, 2012
Rep. Carnahan, Russ [D-MO-3]	D · MO		May 8, 2012
Rep. Carson, Andre [D-IN-7]	D · IN		May 8, 2012
Rep. Chu, Judy [D-CA-32]	D · CA		May 8, 2012
Rep. Clarke, Hansen [D-MI-13]	D · MI		May 8, 2012
Rep. Clarke, Yvette D. [D-NY-11]	D · NY		May 8, 2012
Rep. Conyers, John, Jr. [D-MI-14]	D · MI		May 8, 2012
Rep. Crowley, Joseph [D-NY-7]	D · NY		May 8, 2012
Rep. Davis, Danny K. [D-IL-7]	D · IL		May 8, 2012
Rep. Davis, Susan A. [D-CA-53]	D · CA		May 8, 2012
Rep. DeGette, Diana [D-CO-1]	D · CO		May 8, 2012
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		May 8, 2012
Rep. Ellison, Keith [D-MN-5]	D · MN		May 8, 2012
Rep. Engel, Eliot L. [D-NY-17]	D · NY		May 8, 2012
Rep. Eshoo, Anna G. [D-CA-14]	D · CA		May 8, 2012
Rep. Farr, Sam [D-CA-17]	D · CA		May 8, 2012
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		May 8, 2012
Rep. Grijalva, Raúl M. [D-AZ-7]	D · AZ		May 8, 2012
Rep. Hahn, Janice [D-CA-36]	D · CA		May 8, 2012
Rep. Higgins, Brian [D-NY-27]	D · NY		May 8, 2012
Rep. Hinchey, Maurice D. [D-NY-22]	D · NY		May 8, 2012
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		May 8, 2012
Rep. Honda, Michael M. [D-CA-15]	D · CA		May 8, 2012
Rep. Jackson, Jesse L., Jr. [D-IL-2]	D · IL		May 8, 2012
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		May 8, 2012
Rep. Kildee, Dale E. [D-MI-5]	D · MI		May 8, 2012
Rep. Kucinich, Dennis J. [D-OH-10]	D · OH		May 8, 2012
Rep. Langevin, James R. [D-RI-2]	D · RI		May 8, 2012
Rep. Larsen, Rick [D-WA-2]	D · WA		May 8, 2012
Rep. Lee, Barbara [D-CA-9]	D · CA		May 8, 2012
Rep. Lewis, John [D-GA-5]	D · GA		May 8, 2012
Rep. Lowey, Nita M. [D-NY-18]	D · NY		May 8, 2012
Rep. Maloney, Carolyn B. [D-NY-14]	D · NY		May 8, 2012

Cosponsor	Party / State	Role	Date Joined
Rep. Markey, Edward J. [D-MA-7]	D · MA		May 8, 2012
Rep. Matsui, Doris O. [D-CA-5]	D · CA		May 8, 2012
Rep. McCollum, Betty [D-MN-4]	D · MN		May 8, 2012
Rep. McDermott, Jim [D-WA-7]	D · WA		May 8, 2012
Rep. Miller, George [D-CA-7]	D · CA		May 8, 2012
Rep. Moore, Gwen [D-WI-4]	D · WI		May 8, 2012
Rep. Moran, James P. [D-VA-8]	D · VA		May 8, 2012
Rep. Olver, John W. [D-MA-1]	D · MA		May 8, 2012
Rep. Pascrell, Bill, Jr. [D-NJ-8]	D · NJ		May 8, 2012
Rep. Pingree, Chellie [D-ME-1]	D · ME		May 8, 2012
Rep. Rangel, Charles B. [D-NY-15]	D · NY		May 8, 2012
Rep. Richardson, Laura [D-CA-37]	D · CA		May 8, 2012
Rep. Rothman, Steven R. [D-NJ-9]	D · NJ		May 8, 2012
Rep. Sánchez, Linda T. [D-CA-39]	D · CA		May 8, 2012
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		May 8, 2012
Rep. Serrano, Jose E. [D-NY-16]	D · NY		May 8, 2012
Rep. Sherman, Brad [D-CA-27]	D · CA		May 8, 2012
Rep. Slaughter, Louise McIntosh [D-NY-28]	D · NY		May 8, 2012
Rep. Speier, Jackie [D-CA-12]	D · CA		May 8, 2012
Rep. Sutton, Betty [D-OH-13]	D · OH		May 8, 2012
Rep. Towns, Edolphus [D-NY-10]	D · NY		May 8, 2012
Rep. Tsongas, Niki [D-MA-5]	D · MA		May 8, 2012
Rep. Waters, Maxine [D-CA-35]	D · CA		May 8, 2012
Rep. Woolsey, Lynn C. [D-CA-6]	D · CA		May 8, 2012
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		May 9, 2012
Rep. Filner, Bob [D-CA-51]	D · CA		May 9, 2012
Rep. McGovern, James P. [D-MA-3]	D · MA		May 9, 2012
Rep. Roybal-Allard, Lucille [D-CA-34]	D · CA		May 9, 2012
Rep. Murphy, Christopher [D-CT-5]	D · CT		May 10, 2012
Rep. Polis, Jared [D-CO-2]	D · CO		May 10, 2012
Rep. Berkley, Shelley [D-NV-1]	D · NV		May 15, 2012
Rep. Ryan, Tim [D-OH-17]	D · OH		May 15, 2012
Rep. McNerney, Jerry [D-CA-11]	D · CA		May 18, 2012
Rep. Stark, Fortney Pete [D-CA-13]	D · CA		May 18, 2012
Rep. Kaptur, Marcy [D-OH-9]	D · OH		May 31, 2012
Rep. Courtney, Joe [D-CT-2]	D · CT		Jun 8, 2012
Rep. Levin, Sander M. [D-MI-12]	D · MI		Jun 8, 2012
Rep. Cicilline, David N. [D-RI-1]	D · RI		Jun 19, 2012
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Jun 19, 2012
Rep. Dingell, John D. [D-MI-15]	D · MI		Jun 19, 2012
Rep. Miller, Brad [D-NC-13]	D · NC		Jun 19, 2012
Rep. Wasserman Schultz, Debbie [D-FL-20]	D · FL		Jun 19, 2012

Cosponsor	Party / State	Role	Date Joined
Rep. Deutch, Theodore E. [D-FL-19]	D · FL		Jun 21, 2012
Rep. Tonko, Paul [D-NY-21]	D · NY		Jun 21, 2012
Rep. Cohen, Steve [D-TN-9]	D · TN		Jun 29, 2012
Rep. Tierney, John F. [D-MA-6]	D · MA		Jun 29, 2012
Rep. Velazquez, Nydia M. [D-NY-12]	D · NY		Jun 29, 2012
Del. Bordallo, Madeleine Z. [D-GU-At Large]	D · GU		Jul 11, 2012
Rep. Bass, Karen [D-CA-33]	D · CA		Jul 11, 2012
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Jul 11, 2012
Rep. Frank, Barney [D-MA-4]	D · MA		Jul 11, 2012
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Jul 11, 2012
Rep. Himes, James A. [D-CT-4]	D · CT		Jul 11, 2012
Rep. Holt, Rush [D-NJ-12]	D · NJ		Jul 11, 2012
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		Jul 12, 2012
Rep. Capuano, Michael E. [D-MA-8]	D · MA		Jul 12, 2012
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Jul 12, 2012
Rep. Israel, Steve [D-NY-2]	D · NY		Jul 12, 2012
Rep. Lofgren, Zoe [D-CA-16]	D · CA		Jul 12, 2012
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Jul 12, 2012
Rep. Napolitano, Grace F. [D-CA-38]	D · CA		Jul 12, 2012
Rep. Hastings, Alcee L. [D-FL-23]	D · FL		Jul 18, 2012
Rep. Schiff, Adam B. [D-CA-29]	D · CA		Jul 18, 2012
Rep. Pastor, Ed [D-AZ-4]	D · AZ		Jul 23, 2012
Rep. Critz, Mark S. [D-PA-12]	D · PA		Sep 12, 2012
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Sep 12, 2012
Rep. Baldwin, Tammy [D-WI-2]	D · WI		Sep 14, 2012
Rep. Schwartz, Allyson Y. [D-PA-13]	D · PA		Sep 20, 2012
Rep. Fattah, Chaka [D-PA-2]	D · PA		Oct 5, 2012
Rep. Waxman, Henry A. [D-CA-30]	D · CA		Oct 5, 2012
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Nov 14, 2012

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	May 8, 2012
Education and Workforce Committee	House	Referred to	Sep 26, 2012
Judiciary Committee	House	Referred to	May 18, 2012
Oversight and Government Reform Committee	House	Referred To	May 8, 2012

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
112 S 3565	Identical bill	Sep 19, 2012: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of May 8, 2012)

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 26, 2012:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.
- **May 18, 2012:** Referred to the Subcommittee on the Constitution.
- **May 8, 2012:** Introduced in House
- **May 8, 2012:** Referred to the Committee on Education and the Workforce, and in addition to the Committees on House Administration, Oversight and Government Reform, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.