

HR 1975

Pregnant Workers Fairness Act

Congress: 113 (2013–2015, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: May 14, 2013

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (Jul 8, 2013)

Official Text: <https://www.congress.gov/bill/113th-congress/house-bill/1975>

Sponsor

Name: Rep. Nadler, Jerrold [D-NY-10]

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

Cosponsors (142 total)

Cosponsor	Party / State	Role	Date Joined
Del. Christensen, Donna M. [D-VI-At Large]	D · VI		May 14, 2013
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		May 14, 2013
Rep. Bishop, Timothy H. [D-NY-1]	D · NY		May 14, 2013
Rep. Blumenauer, Earl [D-OR-3]	D · OR		May 14, 2013
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		May 14, 2013
Rep. Brady, Robert A. [D-PA-1]	D · PA		May 14, 2013
Rep. Brown, Corrine [D-FL-5]	D · FL		May 14, 2013
Rep. Brownley, Julia [D-CA-26]	D · CA		May 14, 2013
Rep. Capps, Lois [D-CA-24]	D · CA		May 14, 2013
Rep. Capuano, Michael E. [D-MA-7]	D · MA		May 14, 2013
Rep. Cárdenas, Tony [D-CA-29]	D · CA		May 14, 2013
Rep. Carson, Andre [D-IN-7]	D · IN		May 14, 2013
Rep. Cartwright, Matt [D-PA-17]	D · PA		May 14, 2013
Rep. Chu, Judy [D-CA-27]	D · CA		May 14, 2013
Rep. Cicilline, David N. [D-RI-1]	D · RI		May 14, 2013
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		May 14, 2013
Rep. Cohen, Steve [D-TN-9]	D · TN		May 14, 2013
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		May 14, 2013
Rep. Courtney, Joe [D-CT-2]	D · CT		May 14, 2013
Rep. Crowley, Joseph [D-NY-14]	D · NY		May 14, 2013
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		May 14, 2013
Rep. Davis, Danny K. [D-IL-7]	D · IL		May 14, 2013
Rep. Davis, Susan A. [D-CA-53]	D · CA		May 14, 2013
Rep. DeGette, Diana [D-CO-1]	D · CO		May 14, 2013
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		May 14, 2013
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		May 14, 2013
Rep. Deutch, Theodore E. [D-FL-21]	D · FL		May 14, 2013
Rep. Dingell, John D. [D-MI-12]	D · MI		May 14, 2013
Rep. Edwards, Donna F. [D-MD-4]	D · MD		May 14, 2013
Rep. Ellison, Keith [D-MN-5]	D · MN		May 14, 2013
Rep. Engel, Eliot L. [D-NY-16]	D · NY		May 14, 2013
Rep. Esty, Elizabeth H. [D-CT-5]	D · CT		May 14, 2013
Rep. Farr, Sam [D-CA-20]	D · CA		May 14, 2013
Rep. Fattah, Chaka [D-PA-2]	D · PA		May 14, 2013
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		May 14, 2013
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		May 14, 2013
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		May 14, 2013
Rep. Hahn, Janice [D-CA-44]	D · CA		May 14, 2013
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		May 14, 2013
Rep. Higgins, Brian [D-NY-26]	D · NY		May 14, 2013
Rep. Holt, Rush [D-NJ-12]	D · NJ		May 14, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Huffman, Jared [D-CA-2]	D · CA		May 14, 2013
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		May 14, 2013
Rep. Kaptur, Marcy [D-OH-9]	D · OH		May 14, 2013
Rep. Langevin, James R. [D-RI-2]	D · RI		May 14, 2013
Rep. Larsen, Rick [D-WA-2]	D · WA		May 14, 2013
Rep. Lee, Barbara [D-CA-13]	D · CA		May 14, 2013
Rep. Levin, Sander M. [D-MI-9]	D · MI		May 14, 2013
Rep. Lowey, Nita M. [D-NY-17]	D · NY		May 14, 2013
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		May 14, 2013
Rep. Matsui, Doris O. [D-CA-6]	D · CA		May 14, 2013
Rep. McCollum, Betty [D-MN-4]	D · MN		May 14, 2013
Rep. McGovern, James P. [D-MA-2]	D · MA		May 14, 2013
Rep. Miller, George [D-CA-11]	D · CA		May 14, 2013
Rep. Moore, Gwen [D-WI-4]	D · WI		May 14, 2013
Rep. Moran, James P. [D-VA-8]	D · VA		May 14, 2013
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		May 14, 2013
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		May 14, 2013
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		May 14, 2013
Rep. Perlmutter, Ed [D-CO-7]	D · CO		May 14, 2013
Rep. Peters, Gary C. [D-MI-14]	D · MI		May 14, 2013
Rep. Pingree, Chellie [D-ME-1]	D · ME		May 14, 2013
Rep. Pocan, Mark [D-WI-2]	D · WI		May 14, 2013
Rep. Rangel, Charles B. [D-NY-13]	D · NY		May 14, 2013
Rep. Ryan, Tim [D-OH-13]	D · OH		May 14, 2013
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		May 14, 2013
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		May 14, 2013
Rep. Schiff, Adam B. [D-CA-28]	D · CA		May 14, 2013
Rep. Schwartz, Allyson Y. [D-PA-13]	D · PA		May 14, 2013
Rep. Serrano, Jose E. [D-NY-15]	D · NY		May 14, 2013
Rep. Shea-Porter, Carol [D-NH-1]	D · NH		May 14, 2013
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		May 14, 2013
Rep. Speier, Jackie [D-CA-14]	D · CA		May 14, 2013
Rep. Takano, Mark [D-CA-41]	D · CA		May 14, 2013
Rep. Tierney, John F. [D-MA-6]	D · MA		May 14, 2013
Rep. Tonko, Paul [D-NY-20]	D · NY		May 14, 2013
Rep. Tsongas, Niki [D-MA-3]	D · MA		May 14, 2013
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		May 14, 2013
Rep. Waters, Maxine [D-CA-43]	D · CA		May 14, 2013
Rep. Waxman, Henry A. [D-CA-33]	D · CA		May 14, 2013
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		May 14, 2013
Rep. Gallego, Pete P. [D-TX-23]	D · TX		May 15, 2013
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		May 15, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Peters, Scott H. [D-CA-52]	D · CA		May 15, 2013
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		May 15, 2013
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		May 15, 2013
Rep. Frankel, Lois [D-FL-22]	D · FL		May 17, 2013
Rep. Lewis, John [D-GA-5]	D · GA		May 17, 2013
Rep. Polis, Jared [D-CO-2]	D · CO		May 17, 2013
Rep. Swalwell, Eric [D-CA-15]	D · CA		May 17, 2013
Rep. Cooper, Jim [D-TN-5]	D · TN		May 23, 2013
Rep. McNerney, Jerry [D-CA-9]	D · CA		May 23, 2013
Rep. Bera, Ami [D-CA-7]	D · CA		Jun 4, 2013
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Jun 4, 2013
Rep. Garamendi, John [D-CA-3]	D · CA		Jun 4, 2013
Rep. Himes, James A. [D-CT-4]	D · CT		Jun 4, 2013
Rep. Ruiz, Raul [D-CA-36]	D · CA		Jun 4, 2013
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Jun 19, 2013
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Jun 19, 2013
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Jun 27, 2013
Rep. Thompson, Mike [D-CA-5]	D · CA		Jul 22, 2013
Rep. Keating, William R. [D-MA-9]	D · MA		Oct 23, 2013
Rep. Grayson, Alan [D-FL-9]	D · FL		Oct 29, 2013
Rep. Honda, Michael M. [D-CA-17]	D · CA		Oct 29, 2013
Rep. Israel, Steve [D-NY-3]	D · NY		Oct 29, 2013
Rep. Lipinski, Daniel [D-IL-3]	D · IL		Oct 29, 2013
Rep. Doyle, Michael F. [D-PA-14]	D · PA		Nov 12, 2013
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Nov 12, 2013
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Nov 12, 2013
Rep. McDermott, Jim [D-WA-7]	D · WA		Nov 12, 2013
Rep. Bass, Karen [D-CA-37]	D · CA		Nov 14, 2013
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Nov 14, 2013
Rep. Doggett, Lloyd [D-TX-35]	D · TX		Dec 4, 2013
Rep. Gabbard, Tulsi [D-HI-2]	D · HI		Jan 15, 2014
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		Jan 15, 2014
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Jan 16, 2014
Rep. Meng, Grace [D-NY-6]	D · NY		Jan 16, 2014
Del. Bordallo, Madeleine Z. [D-GU-At Large]	D · GU		Mar 4, 2014
Rep. Barber, Ron [D-AZ-2]	D · AZ		Mar 4, 2014
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Mar 4, 2014
Rep. Enyart, William L. [D-IL-12]	D · IL		Mar 4, 2014
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Apr 28, 2014
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Apr 28, 2014
Rep. Hanabusa, Colleen W. [D-HI-1]	D · HI		May 19, 2014
Rep. Smith, Adam [D-WA-9]	D · WA		May 19, 2014

Cosponsor	Party / State	Role	Date Joined
Rep. Delaney, John K. [D-MD-6]	D · MD		Jun 9, 2014
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		Jun 9, 2014
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Jun 9, 2014
Rep. Foster, Bill [D-IL-11]	D · IL		Jun 23, 2014
Rep. Heck, Denny [D-WA-10]	D · WA		Jul 9, 2014
Rep. Quigley, Mike [D-IL-5]	D · IL		Jul 9, 2014
Rep. Price, David E. [D-NC-4]	D · NC		Jul 25, 2014
Rep. Nolan, Richard M. [D-MN-8]	D · MN		Jul 29, 2014
Rep. Sinema, Kyrsten [D-AZ-9]	D · AZ		Jul 31, 2014
Rep. Veasey, Marc A. [D-TX-33]	D · TX		Jul 31, 2014
Rep. Bustos, Cheri [D-IL-17]	D · IL		Sep 8, 2014
Rep. Maffei, Daniel B. [D-NY-24]	D · NY		Sep 8, 2014
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Sep 9, 2014
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Sep 9, 2014
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Sep 9, 2014
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Dec 4, 2014
Rep. Sherman, Brad [D-CA-30]	D · CA		Dec 4, 2014

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	May 14, 2013
Education and Workforce Committee	House	Referred to	Jul 8, 2013
Judiciary Committee	House	Referred to	Jun 14, 2013
Oversight and Government Reform Committee	House	Referred To	May 14, 2013

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
113 S 942	Identical bill	May 14, 2013: Read twice and referred to the Committee on Health, Education, 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) fail to 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

- **Jul 8, 2013:** Referred to the Subcommittee on Workforce Protections.
- **Jun 14, 2013:** Referred to the Subcommittee on the Constitution and Civil Justice.
- **May 14, 2013:** Introduced in House
- **May 14, 2013:** 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.