

## S 942

Pregnant Workers Fairness Act

**Congress:** 113 (2013–2015, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** May 14, 2013

**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. (May 14, 2013)

**Official Text:** <https://www.congress.gov/bill/113th-congress/senate-bill/942>

### Sponsor

---

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

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

## Cosponsors (33 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Blumenthal, Richard [D-CT]	D · CT		May 14, 2013
Sen. Franken, Al [D-MN]	D · MN		May 14, 2013
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		May 14, 2013
Sen. Harkin, Tom [D-IA]	D · IA		May 14, 2013
Sen. Lautenberg, Frank R. [D-NJ]	D · NJ		May 14, 2013
Sen. Leahy, Patrick J. [D-VT]	D · VT		May 14, 2013
Sen. Murphy, Christopher [D-CT]	D · CT		May 14, 2013
Sen. Murray, Patty [D-WA]	D · WA		May 14, 2013
Sen. Shaheen, Jeanne [D-NH]	D · NH		May 14, 2013
Sen. Mikulski, Barbara A. [D-MD]	D · MD		May 15, 2013
Sen. Sanders, Bernard [I-VT]	I · VT		May 16, 2013
Sen. Coons, Christopher A. [D-DE]	D · DE		May 21, 2013
Sen. Merkley, Jeff [D-OR]	D · OR		Jun 18, 2013
Sen. Landrieu, Mary L. [D-LA]	D · LA		Jul 31, 2013
Sen. Warren, Elizabeth [D-MA]	D · MA		Sep 10, 2013
Sen. Markey, Edward J. [D-MA]	D · MA		Oct 31, 2013
Sen. Schatz, Brian [D-HI]	D · HI		Oct 31, 2013
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Nov 7, 2013
Sen. Baldwin, Tammy [D-WI]	D · WI		Nov 13, 2013
Sen. Boxer, Barbara [D-CA]	D · CA		Nov 18, 2013
Sen. Begich, Mark [D-AK]	D · AK		Jan 29, 2014
Sen. Udall, Mark [D-CO]	D · CO		Feb 24, 2014
Sen. Kaine, Tim [D-VA]	D · VA		Mar 4, 2014
Sen. Brown, Sherrod [D-OH]	D · OH		Mar 5, 2014
Sen. Stabenow, Debbie [D-MI]	D · MI		Apr 28, 2014
Sen. Booker, Cory A. [D-NJ]	D · NJ		May 6, 2014
Sen. Schumer, Charles E. [D-NY]	D · NY		May 12, 2014
Sen. Menendez, Robert [D-NJ]	D · NJ		Jul 14, 2014
Sen. Durbin, Richard J. [D-IL]	D · IL		Jul 24, 2014
Sen. Klobuchar, Amy [D-MN]	D · MN		Jul 28, 2014
Sen. Hirono, Mazie K. [D-HI]	D · HI		Sep 8, 2014
Sen. Reed, Jack [D-RI]	D · RI		Sep 16, 2014
Sen. Walsh, John E. [D-MT]	D · MT		Nov 12, 2014

## Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	May 14, 2013

## Subjects & Policy Tags

### Policy Area:

Labor and Employment

## Related Bills

Bill	Relationship	Last Action
113 HR 1975	Identical bill	Jul 8, 2013: Referred to the Subcommittee on Workforce Protections.

## Summary (as of May 14, 2013)

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

- **May 14, 2013:** Introduced in Senate
- **May 14, 2013:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.