

S 1512

Pregnant Workers Fairness Act

Congress: 114 (2015–2017, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Jun 4, 2015

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. (Jun 4, 2015)

Official Text: <https://www.congress.gov/bill/114th-congress/senate-bill/1512>

Sponsor

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

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

Cosponsors (31 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Ayotte, Kelly [R-NH]	R · NH		Jun 4, 2015
Sen. Heller, Dean [R-NV]	R · NV		Jun 4, 2015
Sen. Shaheen, Jeanne [D-NH]	D · NH		Jun 4, 2015
Sen. Brown, Sherrod [D-OH]	D · OH		Jun 8, 2015
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Jun 8, 2015
Sen. Klobuchar, Amy [D-MN]	D · MN		Jun 8, 2015
Sen. Baldwin, Tammy [D-WI]	D · WI		Jun 9, 2015
Sen. Kaine, Tim [D-VA]	D · VA		Jun 9, 2015
Sen. Markey, Edward J. [D-MA]	D · MA		Jun 9, 2015
Sen. Warren, Elizabeth [D-MA]	D · MA		Jun 9, 2015
Sen. Blumenthal, Richard [D-CT]	D · CT		Jun 15, 2015
Sen. Coons, Christopher A. [D-DE]	D · DE		Jun 15, 2015
Sen. Kirk, Mark Steven [R-IL]	R · IL		Jun 15, 2015
Sen. Reed, Jack [D-RI]	D · RI		Jun 22, 2015
Sen. Sanders, Bernard [I-VT]	I · VT		Jun 22, 2015
Sen. King, Angus S., Jr. [I-ME]	I · ME		Jun 24, 2015
Sen. Merkley, Jeff [D-OR]	D · OR		Jun 24, 2015
Sen. Stabenow, Debbie [D-MI]	D · MI		Jun 24, 2015
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Jun 25, 2015
Sen. Leahy, Patrick J. [D-VT]	D · VT		Jul 7, 2015
Sen. Franken, Al [D-MN]	D · MN		Jul 14, 2015
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Jul 27, 2015
Sen. Murray, Patty [D-WA]	D · WA		Aug 3, 2015
Sen. Durbin, Richard J. [D-IL]	D · IL		Aug 5, 2015
Sen. Cantwell, Maria [D-WA]	D · WA		Aug 6, 2015
Sen. Peters, Gary C. [D-MI]	D · MI		Sep 8, 2015
Sen. Feinstein, Dianne [D-CA]	D · CA		Sep 17, 2015
Sen. Schumer, Charles E. [D-NY]	D · NY		Sep 21, 2015
Sen. Wyden, Ron [D-OR]	D · OR		Nov 30, 2015
Sen. Bennet, Michael F. [D-CO]	D · CO		Mar 10, 2016
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Nov 15, 2016

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Jun 4, 2015

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
114 HR 2654	Related bill	Nov 16, 2015: Referred to the Subcommittee on Workforce Protections.

Summary (as of Jun 4, 2015)

Pregnant Workers Fairness Act

Declares that it is 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, if such accommodation is unnecessary to perform the job; (4) require such employees to take paid or unpaid leave if another reasonable accommodation can be provided to their known limitations; or (5) take adverse action in terms, conditions, or privileges of employment against an employee requesting or using such reasonable accommodations.

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

Directs the Equal Employment Opportunity Commission 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.

Prohibits state immunity under the Eleventh Amendment to the Constitution from an action for a violation of this Act.

Actions Timeline

- **Jun 4, 2015:** Introduced in Senate
- **Jun 4, 2015:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.