

## HR 2654

Pregnant Workers Fairness Act

**Congress:** 114 (2015–2017, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Jun 4, 2015

**Current Status:** Referred to the Subcommittee on Workforce Protections.

**Latest Action:** Referred to the Subcommittee on Workforce Protections. (Nov 16, 2015)

**Official Text:** <https://www.congress.gov/bill/114th-congress/house-bill/2654>

### Sponsor

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

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

**Cosponsors** (149 total)

Cosponsor	Party / State	Role	Date Joined
Del. Bordallo, Madeleine Z. [D-GU-At Large]	D · GU		Jun 4, 2015
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jun 4, 2015
Rep. Bera, Ami [D-CA-7]	D · CA		Jun 4, 2015
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Jun 4, 2015
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Jun 4, 2015
Rep. Brady, Robert A. [D-PA-1]	D · PA		Jun 4, 2015
Rep. Brownley, Julia [D-CA-26]	D · CA		Jun 4, 2015
Rep. Bustos, Cheri [D-IL-17]	D · IL		Jun 4, 2015
Rep. Capps, Lois [D-CA-24]	D · CA		Jun 4, 2015
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Jun 4, 2015
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Jun 4, 2015
Rep. Carney, John C., Jr. [D-DE-At Large]	D · DE		Jun 4, 2015
Rep. Carson, Andre [D-IN-7]	D · IN		Jun 4, 2015
Rep. Cartwright, Matt [D-PA-17]	D · PA		Jun 4, 2015
Rep. Castor, Kathy [D-FL-14]	D · FL		Jun 4, 2015
Rep. Cicilline, David N. [D-RI-1]	D · RI		Jun 4, 2015
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Jun 4, 2015
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Jun 4, 2015
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Jun 4, 2015
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Jun 4, 2015
Rep. Cooper, Jim [D-TN-5]	D · TN		Jun 4, 2015
Rep. Courtney, Joe [D-CT-2]	D · CT		Jun 4, 2015
Rep. Crowley, Joseph [D-NY-14]	D · NY		Jun 4, 2015
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Jun 4, 2015
Rep. Davis, Danny K. [D-IL-7]	D · IL		Jun 4, 2015
Rep. Davis, Susan A. [D-CA-53]	D · CA		Jun 4, 2015
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Jun 4, 2015
Rep. DeGette, Diana [D-CO-1]	D · CO		Jun 4, 2015
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Jun 4, 2015
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Jun 4, 2015
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Jun 4, 2015
Rep. Doyle, Michael F. [D-PA-14]	D · PA		Jun 4, 2015
Rep. Ellison, Keith [D-MN-5]	D · MN		Jun 4, 2015
Rep. Engel, Eliot L. [D-NY-16]	D · NY		Jun 4, 2015
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Jun 4, 2015
Rep. Esty, Elizabeth H. [D-CT-5]	D · CT		Jun 4, 2015
Rep. Farr, Sam [D-CA-20]	D · CA		Jun 4, 2015
Rep. Frankel, Lois [D-FL-22]	D · FL		Jun 4, 2015
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Jun 4, 2015
Rep. Garamendi, John [D-CA-3]	D · CA		Jun 4, 2015
Rep. Grayson, Alan [D-FL-9]	D · FL		Jun 4, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Jun 4, 2015
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Jun 4, 2015
Rep. Hahn, Janice [D-CA-44]	D · CA		Jun 4, 2015
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Jun 4, 2015
Rep. Higgins, Brian [D-NY-26]	D · NY		Jun 4, 2015
Rep. Himes, James A. [D-CT-4]	D · CT		Jun 4, 2015
Rep. Honda, Michael M. [D-CA-17]	D · CA		Jun 4, 2015
Rep. Huffman, Jared [D-CA-2]	D · CA		Jun 4, 2015
Rep. Israel, Steve [D-NY-3]	D · NY		Jun 4, 2015
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Jun 4, 2015
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Jun 4, 2015
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Jun 4, 2015
Rep. Keating, William R. [D-MA-9]	D · MA		Jun 4, 2015
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Jun 4, 2015
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Jun 4, 2015
Rep. Langevin, James R. [D-RI-2]	D · RI		Jun 4, 2015
Rep. Larsen, Rick [D-WA-2]	D · WA		Jun 4, 2015
Rep. Lawrence, Brenda L. [D-MI-14]	D · MI		Jun 4, 2015
Rep. Lee, Barbara [D-CA-13]	D · CA		Jun 4, 2015
Rep. Levin, Sander M. [D-MI-9]	D · MI		Jun 4, 2015
Rep. Lewis, John [D-GA-5]	D · GA		Jun 4, 2015
Rep. Lipinski, Daniel [D-IL-3]	D · IL		Jun 4, 2015
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Jun 4, 2015
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Jun 4, 2015
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		Jun 4, 2015
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Jun 4, 2015
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Jun 4, 2015
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Jun 4, 2015
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Jun 4, 2015
Rep. McCollum, Betty [D-MN-4]	D · MN		Jun 4, 2015
Rep. McDermott, Jim [D-WA-7]	D · WA		Jun 4, 2015
Rep. McGovern, James P. [D-MA-2]	D · MA		Jun 4, 2015
Rep. McNerney, Jerry [D-CA-9]	D · CA		Jun 4, 2015
Rep. Meng, Grace [D-NY-6]	D · NY		Jun 4, 2015
Rep. Moore, Gwen [D-WI-4]	D · WI		Jun 4, 2015
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Jun 4, 2015
Rep. Nolan, Richard M. [D-MN-8]	D · MN		Jun 4, 2015
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Jun 4, 2015
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Jun 4, 2015
Rep. Peters, Scott H. [D-CA-52]	D · CA		Jun 4, 2015
Rep. Pingree, Chellie [D-ME-1]	D · ME		Jun 4, 2015
Rep. Pocan, Mark [D-WI-2]	D · WI		Jun 4, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. Polis, Jared [D-CO-2]	D · CO		Jun 4, 2015
Rep. Price, David E. [D-NC-4]	D · NC		Jun 4, 2015
Rep. Quigley, Mike [D-IL-5]	D · IL		Jun 4, 2015
Rep. Rangel, Charles B. [D-NY-13]	D · NY		Jun 4, 2015
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Jun 4, 2015
Rep. Ryan, Tim [D-OH-13]	D · OH		Jun 4, 2015
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Jun 4, 2015
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Jun 4, 2015
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Jun 4, 2015
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Jun 4, 2015
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Jun 4, 2015
Rep. Serrano, Jose E. [D-NY-15]	D · NY		Jun 4, 2015
Rep. Sherman, Brad [D-CA-30]	D · CA		Jun 4, 2015
Rep. Sinema, Kyrsten [D-AZ-9]	D · AZ		Jun 4, 2015
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Jun 4, 2015
Rep. Smith, Adam [D-WA-9]	D · WA		Jun 4, 2015
Rep. Speier, Jackie [D-CA-14]	D · CA		Jun 4, 2015
Rep. Takano, Mark [D-CA-41]	D · CA		Jun 4, 2015
Rep. Thompson, Mike [D-CA-5]	D · CA		Jun 4, 2015
Rep. Tonko, Paul [D-NY-20]	D · NY		Jun 4, 2015
Rep. Tsongas, Niki [D-MA-3]	D · MA		Jun 4, 2015
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Jun 4, 2015
Rep. Veasey, Marc A. [D-TX-33]	D · TX		Jun 4, 2015
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Jun 4, 2015
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Jun 4, 2015
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Jun 4, 2015
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Jun 4, 2015
Rep. Swalwell, Eric [D-CA-15]	D · CA		Jun 8, 2015
Rep. Cohen, Steve [D-TN-9]	D · TN		Jun 12, 2015
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Jun 12, 2015
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		Jun 12, 2015
Rep. Larson, John B. [D-CT-1]	D · CT		Jun 12, 2015
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Jun 12, 2015
Rep. Ruiz, Raul [D-CA-36]	D · CA		Jun 12, 2015
Rep. Welch, Peter [D-VT-At Large]	D · VT		Jun 12, 2015
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Jun 17, 2015
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Jun 17, 2015
Rep. Kilmer, Derek [D-WA-6]	D · WA		Jun 17, 2015
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Jun 17, 2015
Rep. Coffman, Mike [R-CO-6]	R · CO		Jun 23, 2015
Rep. Lowey, Nita M. [D-NY-17]	D · NY		Jun 23, 2015
Rep. Chu, Judy [D-CA-27]	D · CA		Jul 8, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. Norcross, Donald [D-NJ-1]	D · NJ		Jul 8, 2015
Rep. O'Rourke, Beto [D-TX-16]	D · TX		Jul 8, 2015
Rep. Beatty, Joyce [D-OH-3]	D · OH		Jul 15, 2015
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		Jul 15, 2015
Rep. Lieu, Ted [D-CA-33]	D · CA		Jul 15, 2015
Rep. Delaney, John K. [D-MD-6]	D · MD		Jul 29, 2015
Rep. Duckworth, Tammy [D-IL-8]	D · IL		Jul 29, 2015
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		Jul 29, 2015
Rep. Foster, Bill [D-IL-11]	D · IL		Sep 9, 2015
Rep. Dingell, Debbie [D-MI-12]	D · MI		Oct 7, 2015
Rep. Fattah, Chaka [D-PA-2]	D · PA		Oct 7, 2015
Rep. Dold, Robert J. [R-IL-10]	R · IL		Oct 9, 2015
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Oct 20, 2015
Rep. Katko, John [R-NY-24]	R · NY		Oct 20, 2015
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Oct 20, 2015
Rep. Murphy, Patrick [D-FL-18]	D · FL		Oct 20, 2015
Rep. Titus, Dina [D-NV-1]	D · NV		Oct 21, 2015
Rep. Kirkpatrick, Ann [D-AZ-1]	D · AZ		Oct 26, 2015
Rep. Castro, Joaquin [D-TX-20]	D · TX		Nov 3, 2015
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Nov 3, 2015
Rep. Sanchez, Loretta [D-CA-46]	D · CA		Nov 3, 2015
Rep. Gabbard, Tulsi [D-HI-2]	D · HI		Apr 18, 2016
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Apr 18, 2016
Rep. Aguilar, Pete [D-CA-31]	D · CA		May 10, 2016

### Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Jun 4, 2015
Education and Workforce Committee	House	Referred to	Nov 16, 2015
Judiciary Committee	House	Referred to	Jun 16, 2015
Oversight and Government Reform Committee	House	Referred To	Jun 4, 2015

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
114 S 1512	Related bill	<b>Jun 4, 2015:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

## **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) 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; (3) deny employment opportunities based on the need of the entity to make such reasonable accommodations; (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**

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- **Nov 16, 2015:** Referred to the Subcommittee on Workforce Protections.
- **Jun 16, 2015:** Referred to the Subcommittee on the Constitution and Civil Justice.
- **Jun 4, 2015:** Introduced in House
- **Jun 4, 2015:** 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.