

S 1101

Pregnant Workers Fairness Act

Congress: 115 (2017–2019, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: May 11, 2017

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 11, 2017)

Official Text: <https://www.congress.gov/bill/115th-congress/senate-bill/1101>

Sponsor

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

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

Cosponsors (27 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Heller, Dean [R-NV]	R · NV		May 11, 2017
Sen. Shaheen, Jeanne [D-NH]	D · NH		May 11, 2017
Sen. Blumenthal, Richard [D-CT]	D · CT		Dec 10, 2018
Sen. Cortez Masto, Catherine [D-NV]	D · NV		Dec 10, 2018
Sen. Duckworth, Tammy [D-IL]	D · IL		Dec 10, 2018
Sen. Harris, Kamala D. [D-CA]	D · CA		Dec 10, 2018
Sen. Hassan, Margaret Wood [D-NH]	D · NH		Dec 10, 2018
Sen. King, Angus S., Jr. [I-ME]	I · ME		Dec 10, 2018
Sen. Menendez, Robert [D-NJ]	D · NJ		Dec 10, 2018
Sen. Merkley, Jeff [D-OR]	D · OR		Dec 10, 2018
Sen. Reed, Jack [D-RI]	D · RI		Dec 10, 2018
Sen. Van Hollen, Chris [D-MD]	D · MD		Dec 10, 2018
Sen. Warren, Elizabeth [D-MA]	D · MA		Dec 10, 2018
Sen. Baldwin, Tammy [D-WI]	D · WI		Dec 12, 2018
Sen. Brown, Sherrod [D-OH]	D · OH		Dec 12, 2018
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Dec 12, 2018
Sen. Durbin, Richard J. [D-IL]	D · IL		Dec 12, 2018
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Dec 12, 2018
Sen. Kaine, Tim [D-VA]	D · VA		Dec 12, 2018
Sen. Sanders, Bernard [I-VT]	I · VT		Dec 12, 2018
Sen. Smith, Tina [D-MN]	D · MN		Dec 12, 2018
Sen. Stabenow, Debbie [D-MI]	D · MI		Dec 12, 2018
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Dec 12, 2018
Sen. Coons, Christopher A. [D-DE]	D · DE		Dec 17, 2018
Sen. Peters, Gary C. [D-MI]	D · MI		Dec 17, 2018
Sen. Leahy, Patrick J. [D-VT]	D · VT		Dec 18, 2018
Sen. Markey, Edward J. [D-MA]	D · MA		Dec 18, 2018

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	May 11, 2017

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
115 HR 2417	Related bill	Jun 7, 2017: Referred to the Subcommittee on the Constitution and Civil Justice.

Pregnant Workers Fairness Act

This bill prohibits employment practices that discriminate against making reasonable accommodations for job applicants or employees affected by pregnancy, childbirth, or related medical conditions. Specifically, the bill declares that it is an unlawful employment practice to: (1) fail to make reasonable accommodations to known limitations of such job applicants or employees, unless the accommodation would impose an undue hardship on 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.

The bill 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.

The Equal Employment Opportunity Commission must provide examples of reasonable accommodations that shall be provided to affected job applicants or employees unless the employer can demonstrate that doing so would impose an undue hardship.

The bill prohibits state immunity under the Eleventh Amendment to the Constitution from an action for a violation of this bill.

Actions Timeline

- **May 11, 2017:** Introduced in Senate
- **May 11, 2017:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

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