

HR 2417

Pregnant Workers Fairness Act

Congress: 115 (2017–2019, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: May 11, 2017

Current Status: Referred to the Subcommittee on the Constitution and Civil Justice.

Latest Action: Referred to the Subcommittee on the Constitution and Civil Justice. (Jun 7, 2017)

Official Text: <https://www.congress.gov/bill/115th-congress/house-bill/2417>

Sponsor

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

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

Cosponsors (131 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Coffman, Mike [R-CO-6]	R · CO		May 11, 2017
Rep. Katko, John [R-NY-24]	R · NY		May 11, 2017
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		May 11, 2017
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		May 11, 2017
Rep. Speier, Jackie [D-CA-14]	D · CA		May 11, 2017
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		May 25, 2017
Rep. Aguilar, Pete [D-CA-31]	D · CA		May 25, 2017
Rep. Cárdenas, Tony [D-CA-29]	D · CA		May 25, 2017
Rep. Cartwright, Matt [D-PA-17]	D · PA		May 25, 2017
Rep. Clark, Katherine M. [D-MA-5]	D · MA		May 25, 2017
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		May 25, 2017
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		May 25, 2017
Rep. Cooper, Jim [D-TN-5]	D · TN		May 25, 2017
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		May 25, 2017
Rep. Davis, Susan A. [D-CA-53]	D · CA		May 25, 2017
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		May 25, 2017
Rep. DeGette, Diana [D-CO-1]	D · CO		May 25, 2017
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		May 25, 2017
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		May 25, 2017
Rep. Engel, Eliot L. [D-NY-16]	D · NY		May 25, 2017
Rep. Esty, Elizabeth H. [D-CT-5]	D · CT		May 25, 2017
Rep. Frankel, Lois [D-FL-21]	D · FL		May 25, 2017
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		May 25, 2017
Rep. Himes, James A. [D-CT-4]	D · CT		May 25, 2017
Rep. Keating, William R. [D-MA-9]	D · MA		May 25, 2017
Rep. Khanna, Ro [D-CA-17]	D · CA		May 25, 2017
Rep. Kind, Ron [D-WI-3]	D · WI		May 25, 2017
Rep. Langevin, James R. [D-RI-2]	D · RI		May 25, 2017
Rep. Lee, Barbara [D-CA-13]	D · CA		May 25, 2017
Rep. Lipinski, Daniel [D-IL-3]	D · IL		May 25, 2017
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		May 25, 2017
Rep. Moore, Gwen [D-WI-4]	D · WI		May 25, 2017
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		May 25, 2017
Rep. Peters, Scott H. [D-CA-52]	D · CA		May 25, 2017
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		May 25, 2017
Rep. Ryan, Tim [D-OH-13]	D · OH		May 25, 2017
Rep. Schiff, Adam B. [D-CA-28]	D · CA		May 25, 2017
Rep. Serrano, Jose E. [D-NY-15]	D · NY		May 25, 2017
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		May 25, 2017
Rep. Takano, Mark [D-CA-41]	D · CA		May 25, 2017
Rep. Tsongas, Niki [D-MA-3]	D · MA		May 25, 2017

Cosponsor	Party / State	Role	Date Joined
Rep. Veasey, Marc A. [D-TX-33]	D · TX		May 25, 2017
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		May 25, 2017
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Jun 6, 2017
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Jun 6, 2017
Rep. Brownley, Julia [D-CA-26]	D · CA		Jun 6, 2017
Rep. Davis, Danny K. [D-IL-7]	D · IL		Jun 6, 2017
Rep. Ellison, Keith [D-MN-5]	D · MN		Jun 6, 2017
Rep. Espaillat, Adriano [D-NY-13]	D · NY		Jun 6, 2017
Rep. Jayapal, Pramila [D-WA-7]	D · WA		Jun 6, 2017
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Jun 6, 2017
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Jun 6, 2017
Rep. McCollum, Betty [D-MN-4]	D · MN		Jun 6, 2017
Rep. Pocan, Mark [D-WI-2]	D · WI		Jun 6, 2017
Rep. Quigley, Mike [D-IL-5]	D · IL		Jun 6, 2017
Rep. Raskin, Jamie [D-MD-8]	D · MD		Jun 6, 2017
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Jun 6, 2017
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Jun 6, 2017
Rep. Sinema, Kyrsten [D-AZ-9]	D · AZ		Jun 6, 2017
Rep. Smith, Adam [D-WA-9]	D · WA		Jun 6, 2017
Rep. Suozzi, Thomas R. [D-NY-3]	D · NY		Jun 6, 2017
Rep. Swalwell, Eric [D-CA-15]	D · CA		Jun 6, 2017
Rep. Welch, Peter [D-VT-At Large]	D · VT		Jun 6, 2017
Rep. Beatty, Joyce [D-OH-3]	D · OH		Jun 15, 2017
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Jun 15, 2017
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Jun 15, 2017
Rep. Kilmer, Derek [D-WA-6]	D · WA		Jun 15, 2017
Rep. Levin, Sander M. [D-MI-9]	D · MI		Jun 15, 2017
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Jun 15, 2017
Rep. McGovern, James P. [D-MA-2]	D · MA		Jun 15, 2017
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Jun 15, 2017
Rep. Ruppersberger, C. A. Dutch [D-MD-2]	D · MD		Jun 15, 2017
Rep. Bustos, Cheri [D-IL-17]	D · IL		Jul 11, 2017
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Jul 11, 2017
Rep. Chu, Judy [D-CA-27]	D · CA		Jul 11, 2017
Rep. Courtney, Joe [D-CT-2]	D · CT		Jul 11, 2017
Rep. Kihuen, Ruben J. [D-NV-4]	D · NV		Jul 11, 2017
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Jul 11, 2017
Rep. McNerney, Jerry [D-CA-9]	D · CA		Jul 11, 2017
Rep. Soto, Darren [D-FL-9]	D · FL		Jul 11, 2017
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Jul 11, 2017
Rep. Meng, Grace [D-NY-6]	D · NY		Jul 19, 2017
Del. Bordallo, Madeleine Z. [D-GU-At Large]	D · GU		Jul 27, 2017

Cosponsor	Party / State	Role	Date Joined
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Jul 27, 2017
Rep. Cohen, Steve [D-TN-9]	D · TN		Jul 27, 2017
Rep. Delaney, John K. [D-MD-6]	D · MD		Jul 27, 2017
Rep. Dingell, Debbie [D-MI-12]	D · MI		Jul 27, 2017
Rep. Foster, Bill [D-IL-11]	D · IL		Jul 27, 2017
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		Jul 27, 2017
Rep. Higgins, Brian [D-NY-26]	D · NY		Jul 27, 2017
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Jul 27, 2017
Rep. Price, David E. [D-NC-4]	D · NC		Jul 27, 2017
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Jul 27, 2017
Rep. Tonko, Paul [D-NY-20]	D · NY		Jul 27, 2017
Rep. Bera, Ami [D-CA-7]	D · CA		Jul 28, 2017
Rep. Garamendi, John [D-CA-3]	D · CA		Jul 28, 2017
Rep. Lowey, Nita M. [D-NY-17]	D · NY		Jul 28, 2017
Rep. Titus, Dina [D-NV-1]	D · NV		Jul 28, 2017
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Jul 28, 2017
Rep. Castor, Kathy [D-FL-14]	D · FL		Aug 18, 2017
Rep. Crowley, Joseph [D-NY-14]	D · NY		Aug 18, 2017
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Aug 18, 2017
Rep. Krishnamoorthi, Raja [D-IL-8]	D · IL		Aug 18, 2017
Rep. Larson, John B. [D-CT-1]	D · CT		Aug 18, 2017
Rep. Lewis, John [D-GA-5]	D · GA		Aug 18, 2017
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Aug 18, 2017
Rep. O'Rourke, Beto [D-TX-16]	D · TX		Aug 29, 2017
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Sep 6, 2017
Rep. Norcross, Donald [D-NJ-1]	D · NJ		Sep 13, 2017
Rep. Pingree, Chellie [D-ME-1]	D · ME		Sep 13, 2017
Rep. Shea-Porter, Carol [D-NH-1]	D · NH		Dec 5, 2017
Rep. Gomez, Jimmy [D-CA-34]	D · CA		Dec 21, 2017
Rep. Brady, Robert A. [D-PA-1]	D · PA		Feb 14, 2018
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Apr 26, 2018
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		May 16, 2018
Rep. McEachin, A. Donald [D-VA-4]	D · VA		May 16, 2018
Rep. Moulton, Seth [D-MA-6]	D · MA		May 16, 2018
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		May 16, 2018
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Jun 19, 2018
Rep. Larsen, Rick [D-WA-2]	D · WA		Jul 27, 2018
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Sep 27, 2018
Rep. Heck, Denny [D-WA-10]	D · WA		Oct 26, 2018
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Oct 26, 2018
Rep. Cicilline, David N. [D-RI-1]	D · RI		Nov 2, 2018
Rep. Evans, Dwight [D-PA-2]	D · PA		Nov 2, 2018

Cosponsor	Party / State	Role	Date Joined
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Nov 2, 2018
Rep. Torres, Norma J. [D-CA-35]	D · CA		Nov 13, 2018
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Nov 13, 2018
Rep. Richmond, Cedric L. [D-LA-2]	D · LA		Nov 27, 2018
Rep. Cleaver, Emanuel [D-MO-5]	D · MO		Nov 29, 2018
Rep. Sherman, Brad [D-CA-30]	D · CA		Nov 29, 2018

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	May 11, 2017
Education and Workforce Committee	House	Referred To	May 11, 2017
Judiciary Committee	House	Referred to	Jun 7, 2017
Oversight and Government Reform Committee	House	Referred To	May 11, 2017

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
115 S 1101	Related bill	May 11, 2017: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

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

- **Jun 7, 2017:** Referred to the Subcommittee on the Constitution and Civil Justice.
- **May 11, 2017:** Introduced in House
- **May 11, 2017:** 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.