HR 2694

Pregnant Workers Fairness Act

Congress: 116 (2019–2021, Ended)
Chamber: House
Policy Area: Civil Rights and Liberties, Minority Issues
Introduced: May 14, 2019
Current Status: Received in the Senate and Read twice and referred to the Committee on Health, Education, Labor, and
Latest Action: Received in the Senate and Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Sep 17, 2020)
Official Text: https://www.congress.gov/bill/116th-congress/house-bill/2694

Sponsor

Name: Rep. Nadler, Jerrold [D-NY-10]
Party: Democratic • **State:** NY • **Chamber:** House

Cosponsors (241 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Herrera Beutler, Jaime [R-WA-3]	R · WA		May 14, 2019
Rep. Katko, John [R-NY-24]	R · NY		May 14, 2019
Rep. McBath, Lucy [D-GA-6]	D · GA		May 14, 2019
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		May 14, 2019
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Sep 17, 2019
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Oct 16, 2019
Rep. Aguilar, Pete [D-CA-31]	D · CA		Oct 16, 2019
Rep. Beatty, Joyce [D-OH-3]	D · OH		Oct 16, 2019
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Oct 16, 2019
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Oct 16, 2019
Rep. Brownley, Julia [D-CA-26]	D · CA		Oct 16, 2019
Rep. Bustos, Cheri [D-IL-17]	D · IL		Oct 16, 2019
Rep. Carbajal, Salud O. [D-CA-24]	D · CA		Oct 16, 2019
Rep. Cartwright, Matt [D-PA-8]	D · PA		Oct 16, 2019
Rep. Chu, Judy [D-CA-27]	D · CA		Oct 16, 2019
Rep. Cicilline, David N. [D-RI-1]	D · RI		Oct 16, 2019
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Oct 16, 2019
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Oct 16, 2019
Rep. Cleaver, Emanuel [D-MO-5]	D · MO		Oct 16, 2019
Rep. Cohen, Steve [D-TN-9]	D · TN		Oct 16, 2019
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Oct 16, 2019
Rep. Cooper, Jim [D-TN-5]	D · TN		Oct 16, 2019
Rep. Courtney, Joe [D-CT-2]	D · CT		Oct 16, 2019
Rep. Cox, TJ [D-CA-21]	D · CA		Oct 16, 2019
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Oct 16, 2019
Rep. Davis, Susan A. [D-CA-53]	D · CA		Oct 16, 2019
Rep. Dean, Madeleine [D-PA-4]	D · PA		Oct 16, 2019
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Oct 16, 2019
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Oct 16, 2019
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Oct 16, 2019
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Oct 16, 2019
Rep. Deutch, Theodore E. [D-FL-22]	D · FL		Oct 16, 2019
Rep. Dingell, Debbie [D-MI-12]	D · MI		Oct 16, 2019
Rep. Engel, Eliot L. [D-NY-16]	D · NY		Oct 16, 2019
Rep. Escobar, Veronica [D-TX-16]	D · TX		Oct 16, 2019
Rep. Espaillat, Adriano [D-NY-13]	D · NY		Oct 16, 2019
Rep. Foster, Bill [D-IL-11]	D · IL		Oct 16, 2019
Rep. Frankel, Lois [D-FL-21]	D · FL		Oct 16, 2019
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Oct 16, 2019
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		Oct 16, 2019
Rep. Garamendi, John [D-CA-3]	D · CA		Oct 16, 2019

Cosponsor	Party / State	Role	Date Joined
Rep. Garcia, Sylvia R. [D-TX-29]	D · TX		Oct 16, 2019
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Oct 16, 2019
Rep. Haaland, Debra A. [D-NM-1]	D · NM		Oct 16, 2019
Rep. Harder, Josh [D-CA-10]	D · CA		Oct 16, 2019
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Oct 16, 2019
Rep. Hayes, Jahana [D-CT-5]	D · CT		Oct 16, 2019
Rep. Heck, Denny [D-WA-10]	D · WA		Oct 16, 2019
Rep. Himes, James A. [D-CT-4]	D · CT		Oct 16, 2019
Rep. Houlahan, Chrissy [D-PA-6]	D · PA		Oct 16, 2019
Rep. Hurd, Will [R-TX-23]	R · TX		Oct 16, 2019
Rep. Jayapal, Pramila [D-WA-7]	D · WA		Oct 16, 2019
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Oct 16, 2019
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Oct 16, 2019
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Oct 16, 2019
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Oct 16, 2019
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		Oct 16, 2019
Rep. Kilmer, Derek [D-WA-6]	D · WA		Oct 16, 2019
Rep. Krishnamoorthi, Raja [D-IL-8]	D · IL		Oct 16, 2019
Rep. Langevin, James R. [D-RI-2]	D · RI		Oct 16, 2019
Rep. Larsen, Rick [D-WA-2]	D · WA		Oct 16, 2019
Rep. Lee, Barbara [D-CA-13]	D · CA		Oct 16, 2019
Rep. Lewis, John [D-GA-5]	D · GA		Oct 16, 2019
Rep. Lieu, Ted [D-CA-33]	D · CA		Oct 16, 2019
Rep. Lipinski, Daniel [D-IL-3]	D · IL		Oct 16, 2019
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Oct 16, 2019
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Oct 16, 2019
Rep. Lowey, Nita M. [D-NY-17]	D · NY		Oct 16, 2019
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Oct 16, 2019
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Oct 16, 2019
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Oct 16, 2019
Rep. McCollum, Betty [D-MN-4]	D · MN		Oct 16, 2019
Rep. McGovern, James P. [D-MA-2]	D · MA		Oct 16, 2019
Rep. McNerney, Jerry [D-CA-9]	D · CA		Oct 16, 2019
Rep. Meng, Grace [D-NY-6]	D · NY		Oct 16, 2019
Rep. Moore, Gwen [D-WI-4]	D · WI		Oct 16, 2019
Rep. Morelle, Joseph D. [D-NY-25]	D · NY		Oct 16, 2019
Rep. Moulton, Seth [D-MA-6]	D · MA		Oct 16, 2019
Rep. Mucarsel-Powell, Debbie [D-FL-26]	D · FL		Oct 16, 2019
Rep. Omar, Ilhan [D-MN-5]	D · MN		Oct 16, 2019
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Oct 16, 2019
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Oct 16, 2019
Rep. Peters, Scott H. [D-CA-52]	D · CA		Oct 16, 2019

Cosponsor	Party / State	Role	Date Joined
Rep. Pingree, Chellie [D-ME-1]	D · ME		Oct 16, 2019
Rep. Pocan, Mark [D-WI-2]	D · WI		Oct 16, 2019
Rep. Price, David E. [D-NC-4]	D · NC		Oct 16, 2019
Rep. Raskin, Jamie [D-MD-8]	D · MD		Oct 16, 2019
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		Oct 16, 2019
Rep. Richmond, Cedric L. [D-LA-2]	D · LA		Oct 16, 2019
Rep. Rouda, Harley [D-CA-48]	D · CA		Oct 16, 2019
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Oct 16, 2019
Rep. Ryan, Tim [D-OH-13]	D · OH		Oct 16, 2019
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Oct 16, 2019
Rep. Scanlon, Mary Gay [D-PA-5]	D · PA		Oct 16, 2019
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Oct 16, 2019
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Oct 16, 2019
Rep. Serrano, Jose E. [D-NY-15]	D · NY		Oct 16, 2019
Rep. Smith, Adam [D-WA-9]	D · WA		Oct 16, 2019
Rep. Soto, Darren [D-FL-9]	D · FL		Oct 16, 2019
Rep. Speier, Jackie [D-CA-14]	D · CA		Oct 16, 2019
Rep. Swalwell, Eric [D-CA-15]	D · CA		Oct 16, 2019
Rep. Takano, Mark [D-CA-41]	D · CA		Oct 16, 2019
Rep. Titus, Dina [D-NV-1]	D · NV		Oct 16, 2019
Rep. Tlaib, Rashida [D-MI-13]	D · MI		Oct 16, 2019
Rep. Tonko, Paul [D-NY-20]	D · NY		Oct 16, 2019
Rep. Torres, Norma J. [D-CA-35]	D · CA		Oct 16, 2019
Rep. Trahan, Lori [D-MA-3]	D · MA		Oct 16, 2019
Rep. Trone, David J. [D-MD-6]	D · MD		Oct 16, 2019
Rep. Underwood, Lauren [D-IL-14]	D · IL		Oct 16, 2019
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Oct 16, 2019
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Oct 16, 2019
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Oct 16, 2019
Rep. Welch, Peter [D-VT-At Large]	D · VT		Oct 16, 2019
Rep. Wild, Susan [D-PA-7]	D · PA		Oct 16, 2019
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Oct 16, 2019
Rep. Schrier, Kim [D-WA-8]	D · WA		Oct 17, 2019
Rep. Lee, Susie [D-NV-3]	D · NV		Oct 18, 2019
Rep. Pressley, Ayanna [D-MA-7]	D · MA		Oct 18, 2019
Rep. DeGette, Diana [D-CO-1]	D · CO		Oct 21, 2019
Rep. Larson, John B. [D-CT-1]	D · CT		Oct 21, 2019
Rep. Sires, Albio [D-NJ-8]	D · NJ		Oct 21, 2019
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Oct 21, 2019
Rep. Craig, Angie [D-MN-2]	D · MN		Oct 22, 2019
Rep. Lawrence, Brenda L. [D-MI-14]	D · MI		Oct 22, 2019
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	D · IL		Oct 23, 2019

Cosponsor	Party / State	Role	Date Joined
Rep. Hill, Katie [D-CA-25]	D · CA		Oct 23, 2019
Rep. Brown, Anthony G. [D-MD-4]	D · MD		Oct 28, 2019
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Oct 28, 2019
Rep. Evans, Dwight [D-PA-3]	D · PA		Oct 28, 2019
Rep. Keating, William R. [D-MA-9]	D · MA		Oct 28, 2019
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		Oct 28, 2019
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Oct 28, 2019
Rep. Stevens, Haley M. [D-MI-11]	D · MI		Oct 28, 2019
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Oct 28, 2019
Rep. Davis, Danny K. [D-IL-7]	D · IL		Oct 29, 2019
Rep. Khanna, Ro [D-CA-17]	D · CA		Oct 29, 2019
Rep. Demings, Val Butler [D-FL-10]	D · FL		Nov 8, 2019
Rep. Gomez, Jimmy [D-CA-34]	D · CA		Nov 8, 2019
Rep. Huffman, Jared [D-CA-2]	D · CA		Nov 8, 2019
Rep. Kirkpatrick, Ann [D-AZ-2]	D · AZ		Nov 8, 2019
Rep. Luria, Elaine G. [D-VA-2]	D · VA		Nov 21, 2019
Rep. Neguse, Joe [D-CO-2]	D · CO		Nov 21, 2019
Rep. Boyle, Brendan F. [D-PA-2]	D · PA		Dec 6, 2019
Rep. Scott, David [D-GA-13]	D · GA		Dec 6, 2019
Rep. Adams, Alma S. [D-NC-12]	D · NC		Dec 18, 2019
Rep. Casten, Sean [D-IL-6]	D · IL		Dec 18, 2019
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Dec 18, 2019
Rep. Levin, Andy [D-MI-9]	D · MI		Dec 18, 2019
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Dec 18, 2019
Rep. Neal, Richard E. [D-MA-1]	D · MA		Dec 18, 2019
Rep. Shalala, Donna E. [D-FL-27]	D · FL		Dec 18, 2019
Rep. Sherman, Brad [D-CA-30]	D · CA		Dec 18, 2019
Rep. Higgins, Brian [D-NY-26]	D · NY		Dec 19, 2019
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		Jan 8, 2020
Rep. Bera, Ami [D-CA-7]	D · CA		Jan 8, 2020
Rep. Carson, Andre [D-IN-7]	D · IN		Jan 8, 2020
Rep. Castro, Joaquin [D-TX-20]	D · TX		Jan 8, 2020
Rep. Levin, Mike [D-CA-49]	D · CA		Jan 8, 2020
Rep. Loebsack, David [D-IA-2]	D · IA		Jan 8, 2020
Rep. Ruppersberger, C. A. Dutch [D-MD-2]	D · MD		Jan 8, 2020
Rep. Suozzi, Thomas R. [D-NY-3]	D · NY		Jan 8, 2020
Rep. Cuellar, Henry [D-TX-28]	D · TX		Jan 9, 2020
Rep. Gonzalez, Vicente [D-TX-15]	D · TX		Jan 9, 2020
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Jan 9, 2020
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Jan 9, 2020
Rep. Norcross, Donald [D-NJ-1]	D · NJ		Jan 9, 2020
Rep. Vargas, Juan [D-CA-51]	D · CA		Jan 9, 2020

Cosponsor	Party / State	Role	Date Joined
Rep. Bass, Karen [D-CA-37]	D · CA		Jan 10, 2020
Rep. Castor, Kathy [D-FL-14]	D · FL		Jan 10, 2020
Rep. Cisneros, Gilbert Ray, Jr. [D-CA-39]	D · CA		Jan 10, 2020
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Jan 10, 2020
Rep. Finkenauer, Abby [D-IA-1]	D · IA		Jan 13, 2020
Rep. Gabbard, Tulsi [D-HI-2]	D · HI		Jan 13, 2020
Rep. Horsford, Steven [D-NV-4]	D · NV		Jan 13, 2020
Rep. Allred, Colin Z. [D-TX-32]	D · TX		Jan 14, 2020
Rep. Kind, Ron [D-WI-3]	D · WI		Jan 14, 2020
Rep. Quigley, Mike [D-IL-5]	D · IL		Jan 14, 2020
Rep. Rose, Max [D-NY-11]	D · NY		Jan 14, 2020
Rep. Wexton, Jennifer [D-VA-10]	D · VA		Jan 14, 2020
Rep. Axne, Cynthia [D-IA-3]	D · IA		Jan 15, 2020
Rep. Butterfield, G. K. [D-NC-1]	D · NC		Jan 15, 2020
Rep. Costa, Jim [D-CA-16]	D · CA		Jan 15, 2020
Rep. Lamb, Conor [D-PA-17]	D · PA		Jan 15, 2020
Rep. Lujan, Ben Ray [D-NM-3]	D · NM		Jan 15, 2020
Rep. Veasey, Marc A. [D-TX-33]	D · TX		Jan 15, 2020
Rep. Malinowski, Tom [D-NJ-7]	D · NJ		Jan 17, 2020
Rep. Pappas, Chris [D-NH-1]	D · NH		Jan 21, 2020
Rep. Davis, Rodney [R-IL-13]	R · IL		Jan 24, 2020
Rep. Doyle, Michael F. [D-PA-18]	D · PA		Jan 24, 2020
Rep. Fitzpatrick, Brian K. [R-PA-1]	R · PA		Jan 24, 2020
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Jan 24, 2020
Rep. Lawson, Al, Jr. [D-FL-5]	D · FL		Jan 24, 2020
Rep. Ocasio-Cortez, Alexandria [D-NY-14]	D · NY		Jan 24, 2020
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Jan 24, 2020
Rep. Stanton, Greg [D-AZ-9]	D · AZ		Jan 24, 2020
Rep. Cunningham, Joe [D-SC-1]	D · SC		Jan 28, 2020
Rep. Horn, Kendra S. [D-OK-5]	D · OK		Jan 28, 2020
Rep. Panetta, Jimmy [D-CA-20]	D · CA		Jan 28, 2020
Rep. Porter, Katie [D-CA-45]	D · CA		Jan 28, 2020
Rep. Slotkin, Elissa [D-MI-8]	D · MI		Jan 28, 2020
Rep. Blunt Rochester, Lisa [D-DE-At Large]	D · DE		Jan 30, 2020
Rep. Fletcher, Lizzie [D-TX-7]	D · TX		Jan 30, 2020
Rep. Gottheimer, Josh [D-NJ-5]	D · NJ		Jan 30, 2020
Rep. Stefanik, Elise M. [R-NY-21]	R · NY		Jan 30, 2020
Rep. Ruiz, Raul [D-CA-36]	D · CA		Feb 3, 2020
Rep. Waters, Maxine [D-CA-43]	D · CA		Feb 3, 2020
Rep. Balderson, Troy [R-OH-12]	R · OH		Feb 5, 2020
Rep. Brindisi, Anthony [D-NY-22]	D · NY		Feb 5, 2020
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Feb 5, 2020

Cosponsor	Party / State	Role	Date Joined
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Feb 5, 2020
Rep. McMorris Rodgers, Cathy [R-WA-5]	R · WA		Feb 7, 2020
Rep. Brooks, Susan W. [R-IN-5]	R · IN		Feb 12, 2020
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Feb 12, 2020
Rep. Sewell, Terri A. [D-AL-7]	D · AL		Feb 12, 2020
Rep. Upton, Fred [R-MI-6]	R · MI		Feb 12, 2020
Rep. Visclosky, Peter J. [D-IN-1]	D · IN		Feb 12, 2020
Rep. Walden, Greg [R-OR-2]	R · OR		Feb 12, 2020
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		Feb 26, 2020
Rep. Kim, Andy [D-NJ-3]	D · NJ		Feb 26, 2020
Rep. McEachin, A. Donald [D-VA-4]	D · VA		Feb 26, 2020
Rep. Phillips, Dean [D-MN-3]	D · MN		Feb 26, 2020
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		Feb 28, 2020
Rep. Diaz-Balart, Mario [R-FL-25]	R · FL		Feb 28, 2020
Rep. Fortenberry, Jeff [R-NE-1]	R · NE		Feb 28, 2020
Rep. O'Halleran, Tom [D-AZ-1]	D · AZ		Feb 28, 2020
Rep. Schneider, Bradley Scott [D-IL-10]	D · IL		Feb 28, 2020
Rep. Van Drew, Jefferson [R-NJ-2]	R · NJ		Feb 28, 2020
Rep. Bacon, Don [R-NE-2]	R · NE		Mar 4, 2020
Rep. Golden, Jared F. [D-ME-2]	D · ME		Mar 4, 2020
Rep. Crow, Jason [D-CO-6]	D · CO		Jul 24, 2020
Rep. Murphy, Stephanie N. [D-FL-7]	D · FL		Jul 24, 2020
Rep. Cole, Tom [R-OK-4]	R · OK		Jul 29, 2020
Rep. Vela, Filemon [D-TX-34]	D · TX		Aug 22, 2020
Del. San Nicolas, Michael F. Q. [D-GU-At Large]	D · GU		Sep 4, 2020
Rep. Correa, J. Luis [D-CA-46]	D · CA		Sep 4, 2020
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Sep 4, 2020
Rep. Spanberger, Abigail Davis [D-VA-7]	D · VA		Sep 4, 2020
Rep. Torres Small, Xochitl [D-NM-2]	D · NM		Sep 4, 2020
Rep. Doggett, Lloyd [D-TX-35]	D · TX		Sep 8, 2020
Rep. Kinzinger, Adam [R-IL-16]	R · IL		Sep 8, 2020
Rep. Wagner, Ann [R-MO-2]	R · MO		Sep 8, 2020

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Discharged From	Sep 8, 2020
Education and Workforce Committee	House	Reported By	Sep 8, 2020
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Sep 17, 2020
Judiciary Committee	House	Referred to	Jun 26, 2019
Oversight and Government Reform Committee	House	Discharged From	Sep 8, 2020

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

Bill	Relationship	Last Action
116 HRES 1107	Related bill	**Sep 15, 2020:** Motion to reconsider laid on the table Agreed to without objection.

Summary (as of Sep 17, 2020)

Pregnant Workers Fairness Act

This bill prohibits employment practices that discriminate against making reasonable accommodations for qualified employees affected by pregnancy, childbirth, or related medical conditions. A *qualified employee* is an employee or applicant who, with or without reasonable accommodation, can perform the essential functions of the position, with specified exceptions.

Specifically, the bill declares that it is an unlawful employment practice to, among other things

- fail to make reasonable accommodations to known limitations of such employees unless the accommodation would impose an undue hardship on an entity's business operation;
- require a qualified employee affected by such condition to accept an accommodation other than any reasonable accommodation arrived at through an interactive process;
- deny employment opportunities based on the need of the entity to make such reasonable accommodations to a qualified employee;
- require such employees to take paid or unpaid leave if another reasonable accommodation can be provided; or
- take adverse action in terms, conditions, or privileges of employment against a qualified employee requesting or using such reasonable accommodations.

The bill sets forth enforcement procedures and remedies that cover different types of employees in relation to such unlawful employment practices.

The Equal Employment Opportunity Commission must provide examples of reasonable accommodations that shall be provided to affected 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

- **Sep 17, 2020:** Considered under the provisions of rule H. Res. 1107. (consideration: CR H4508-4527)
- **Sep 17, 2020:** Rule provides for consideration of H.R. 2574, H.R. 2639, H.R. 2694 and H. Res. 908. Provides for one hour of debate on each measure. The previous question will be considered as ordered on each measure without intervening motions except for one motion to recommit with or without instructions on H.R. 2574, H.R. 2639, and H.R. 2694.
- **Sep 17, 2020:** DEBATE - The House proceeded with one hour of debate on H.R. 2694.
- **Sep 17, 2020:** The previous question was ordered pursuant to the rule.
- **Sep 17, 2020:** Ms. Foxx (NC) moved to recommit with instructions to the Committee on Education and Labor. (text: CR H4524-4526)
- **Sep 17, 2020:** DEBATE - The House proceeded with 10 minutes of debate on the Foxx motion to recommit with instructions. The instructions contained in the motion seek to require the bill to be reported back to the House with an amendment to strike all after the enacting clause and insert new text entitled the "Pregnant Workers Fairness Act". The new text includes an exemption for religious organizations.
- **Sep 17, 2020:** The previous question was ordered without objection.
- **Sep 17, 2020:** POSTPONED PROCEEDINGS - At the conclusion of debate, the Chair put the question on the Foxx motion to recommit and by voice vote, announced that the noes had prevailed. Ms. Fox demanded the yeas and nays and the Chair postponed further proceedings until a time to be announced.
- **Sep 17, 2020:** Considered as unfinished business. (consideration: CR H4528-4529)
- **Sep 17, 2020:** UNFINISHED BUSINESS - The Chair announced that the unfinished business was on the Foxx (NC) motion to recommit H.R. 2694 with instructions, which was debated earlier and on which further proceedings had been postponed.
- **Sep 17, 2020:** On motion to recommit with instructions Failed by the Yeas and Nays: 177 - 226 (Roll no. 194).
- **Sep 17, 2020:** Passed/agreed to in House: On passage Passed by the Yeas and Nays: 329 - 73 (Roll no. 195).
- **Sep 17, 2020:** On passage Passed by the Yeas and Nays: 329 - 73 (Roll no. 195).
- **Sep 17, 2020:** Motion to reconsider laid on the table Agreed to without objection.
- **Sep 17, 2020:** Received in the Senate and Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
- **Sep 14, 2020:** Rules Committee Resolution H. Res. 1107 Reported to House. Rule provides for consideration of H.R. 2574, H.R. 2639, H.R. 2694 and H. Res. 908. Provides for one hour of debate on each measure. The previous question will be considered as ordered on each measure without intervening motions except for one motion to recommit with or without instructions on H.R. 2574, H.R. 2639, and H.R. 2694.
- **Sep 8, 2020:** Reported (Amended) by the Committee on Education and Labor. H. Rept. 116-494, Part I.
- **Sep 8, 2020:** Committee on House Administration discharged.
- **Sep 8, 2020:** Committee on Oversight and Reform discharged.
- **Sep 8, 2020:** Committee on the Judiciary discharged.
- **Sep 8, 2020:** Placed on the Union Calendar, Calendar No. 396.
- **Jan 14, 2020:** Committee Consideration and Mark-up Session Held.
- **Jan 14, 2020:** Ordered to be Reported (Amended) by the Yeas and Nays: 29 - 17.
- **Jun 26, 2019:** Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.
- **May 14, 2019:** Introduced in House
- **May 14, 2019:** Referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, Oversight and 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.

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