To eliminate discrimination and promote women’s health and economic security by ensuring reasonable workplace accommodations for workers whose ability to perform the functions of a job are limited by pregnancy, childbirth, or a related medical condition.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 15, 2021

Mr. Nadler (for himself, Mr. Katko, Mrs. McBath, Ms. Herrera Beutler, and Mr. Scott of Virginia) introduced the following bill; which was 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

MAY 4, 2021

Additional sponsors: Ms. Bonamici, Mr. Espaillat, Ms. Ocasio-Cortez, Ms. Speier, Ms. Tlaib, Mr. Lynch, Ms. Schakowsky, Mr. Sherman, Miss Rice of New York, Ms. Houlahan, Ms. Newman, Mr. Welch, Mr. Kim of New Jersey, Mr. Larson of Connecticut, Mr. Danny K. Davis of Illinois, Ms. Kaptur, Mr. Garamendi, Mr. Evans, Mr. Price of North Carolina, Ms. Meng, Mr. Carbajal, Mr. Peters, Ms. Escobar, Mr. Veasey, Mr. Foster, Ms. Blunt Rochester, Mr. Blumenauer, Mr. Cooper, Ms. Jackson Lee, Mr. DeFazio, Mrs. Beatty, Mr. Pocan, Ms. Moore of Wisconsin, Mr. Cleaver, Mr. Levin of Michigan, Ms. Garcia of Texas, Ms. Castor of Florida, Mrs. Trahan, Mr. Garcia of Illinois, Mr. Panetta, Mr. Cartwright, Ms. Sewell, Mr. Cárdenas, Ms. Lois Frankel of Florida, Ms. Velázquez, Mr. Keating, Mr. Ruiz, Mr. Tonko, Mr. Aguilar, Ms. Roybal-Allard, Mr. Ryan, Mr. Deutch, Mr. Khanna, Mr. Fitzpatrick, Mr. Doggett, Mrs. Carolyn B. Maloney of New York, Mr. Ruppersberger, Mr. David Scott of Georgia, Ms. McCollum, Mr. Lowenthal, Mrs. Dingell, Mr. Sean Patrick Maloney of New
York, Mr. Jones, Mr. Pappas, Ms. Schrier, Mr. Langevin, Mr. Higgins of New York, Mr. Kahele, Ms. Scanlon, Mr. Morelle, Ms. DeGette, Ms. Norton, Ms. DeLauro, Ms. Jayapal, Mr. Smith of Washington, Ms. Lee of California, Ms. Barragán, Mr. Michael F. Doyle of Pennsylvania, Mr. Carson, Mr. Schneider, Mr. Sires, Ms. Omar, Mr. Cohen, Mrs. Lawrence, Ms. Craig, Mr. Cicilline, Mr. Mirvan, Mr. Moulton, Ms. Adams, Mr. Himes, Mr. Kildee, Mr. Butterfield, Mr. Van Drew, Mr. Payne, Ms. Wasserman Schultz, Ms. Brownley, Ms. Pressley, Mr. Vargas, Ms. Stevens, Mr. Bishop of Georgia, Mr. Bera, Mr. Johnson of Georgia, Ms. Wild, Ms. Kelly of Illinois, Mr. Swalwell, Ms. Dean, Mr. Huffman, Ms. Titus, Mr. O’Halleran, Mr. Vela, Ms. West, Mr. Sarbanes, Mr. Brown, Ms. Spanberger, Ms. Porter, Ms. Johnson of Texas, Mr. Fortenberry, Ms. Sherrill, Ms. Bass, Mrs. Luria, Mr. Rodney Davis of Illinois, Mr. Lieu, Mr. McEachin, Mr. Lawson of Florida, Mr. Diaz-Balart, Mr. Harder of California, Mr. Bacon, Mrs. Fletcher, Mr. Crow, Mr. Connolly, Mr. Grijalva, Mr. Vicente Gonzalez of Texas, Mr. Trone, Mrs. Demings, Mr. McNerney, Ms. Underwood, Mr. Pascrell, Mr. Castro of Texas, Mr. Casten, Ms. Sánchez, Mrs. Axne, Mr. Cole, Ms. Stefanik, Mr. Courtney, Mr. Lamb, Mr. Levin of California, Ms. Chu, Mr. Krishnamoorthi, Ms. Kuster, Ms. Eshoo, Mrs. Hayes, Mr. DeSaulnier, Mr. Gonzalez of Ohio, Mr. Horsford, Ms. Clark of Massachusetts, Ms. Ross, Mr. Suozzi, Ms. Jacobs of California, Ms. Strickland, Ms. Bush, Mr. Torres of New York, Mr. Reed, Mr. Neal, Mr. San Nicolas, Mr. Sarlan, Ms. Pingree, Mr. Yarmuth, Mr. Brendan F. Boyle of Pennsylvania, Mr. McCaul, Mr. Jeffries, Mrs. Bustos, Mr. Auchincloss, Mr. Beyer, Mr. Neguse, Ms. DelBene, Mrs. Wagner, Mr. Allred, Mr. McGovern, Mr. Schiff, Mr. Raskin, Mr. Quigley, Mr. Costa, Ms. Clarke of New York, Mr. Hastings, Mr. Rush, Mr. Gallego, Ms. Williams of Georgia, Mr. Meeks, Mr. Phillips, Mrs. Watson Coleman, Mr. Crist, Mr. Gomez, Mr. Cuellar, Mr. Soto, Mr. Stanton, Mr. Pallone, Mr. Kilmer, Mr. Larsen of Washington, Ms. Leger Fernandez, Mrs. Torres of California, Mrs. Kirkpatrick, Mr. Malinowski, Ms. Matsui, Mr. Perlmutter, Mr. Correa, Mr. Takano, Mr. Green of Texas, Mr. Mfume, Mrs. Napolitano, Mrs. Murphy of Florida, Mr. Kind, Mr. Turner, Mr. Upton, Mr. Bowman, Mr. Kinzinger, Mrs. Rodgers of Washington, Mrs. Lee of Nevada, Mr. Gottheimer, Mr. Delgado, Mr. Meijer, Ms. Slotkin, Mr. Norcross, Ms. Manning, and Mrs. Kim of California
MAY 4, 2021
Reported from the Committee on Education and Labor with an amendment
[Strike out all after the enacting clause and insert the part printed in italic]

MAY 4, 2021
Committees on House Administration, Oversight and Reform, and the Judiciary discharged; committed to the Committee of the Whole House on the State of the Union and ordered to be printed
[For text of introduced bill, see copy of bill as introduced on February 15, 2021]
A BILL

To eliminate discrimination and promote women’s health and economic security by ensuring reasonable workplace accommodations for workers whose ability to perform the functions of a job are limited by pregnancy, childbirth, or a related medical condition.
Be it enacted by the Senate and House of Representa-
tives of the United States of America in Congress assembled,

SEC. 1. SHORT TITLE.

This Act may be cited as the “Pregnant Workers Fair-
ness Act”.

SEC. 2. NONDISCRIMINATION WITH REGARD TO REASON-
ABLE ACCOMMODATIONS RELATED TO PREG-
NANCY.

It shall be an unlawful employment practice for a cov-
ered entity to—

(1) not make reasonable accommodations to the
known limitations related to the pregnancy, child-
birth, or related medical conditions of a qualified em-
ployee, unless such covered entity can demonstrate
that the accommodation would impose an undue
hardship on the operation of the business of such cov-
ered entity;

(2) require a qualified employee affected by preg-
nancy, childbirth, or related medical conditions to ac-
cept an accommodation other than any reasonable ac-
commodation arrived at through the interactive proc-
cess referred to in section 5(7);

(3) deny employment opportunities to a quali-
fied employee if such denial is based on the need of
the covered entity to make reasonable accommodations
to the known limitations related to the pregnancy, childbirth, or related medical conditions of a qualified employee;

(4) require a qualified employee to take leave, whether paid or unpaid, if another reasonable accommodation can be provided to the known limitations related to the pregnancy, childbirth, or related medical conditions of a qualified employee; or

(5) take adverse action in terms, conditions, or privileges of employment against a qualified employee on account of the employee requesting or using a reasonable accommodation to the known limitations related to the pregnancy, childbirth, or related medical conditions of the employee.

SEC. 3. REMEDIES AND ENFORCEMENT.

(a) EMPLOYEES COVERED BY TITLE VII OF THE CIVIL RIGHTS ACT OF 1964.—

(1) IN GENERAL.—The powers, remedies, and procedures provided in sections 705, 706, 707, 709, 710, and 711 of the Civil Rights Act of 1964 (42 U.S.C. 2000e–4 et seq.) to the Commission, the Attorney General, or any person alleging a violation of title VII of such Act (42 U.S.C. 2000e et seq.) shall be the powers, remedies, and procedures this Act provides to the Commission, the Attorney General, or
any person, respectively, alleging an unlawful em-
ployment practice in violation of this Act against an
employee described in section 5(3)(A) except as pro-
vided in paragraphs (2) and (3) of this subsection.

(2) **Costs and Fees.**—The powers, remedies,
and procedures provided in subsections (b) and (c) of
section 722 of the Revised Statutes (42 U.S.C. 1988)
shall be the powers, remedies, and procedures this Act
provides to the Commission, the Attorney General, or
any person alleging such practice.

(3) **Damages.**—The powers, remedies, and pro-
cedures provided in section 1977A of the Revised
Statutes (42 U.S.C. 1981a), including the limitations
contained in subsection (b)(3) of such section 1977A,
shall be the powers, remedies, and procedures this Act
provides to the Commission, the Attorney General, or
any person alleging such practice (not an employ-
ment practice specifically excluded from coverage
under section 1977A(a)(1) of the Revised Statutes).

(b) **Employees Covered by Congressional Ac-
countability Act of 1995.**—

(1) In General.—The powers, remedies, and
procedures provided in the Congressional Account-
ability Act of 1995 (2 U.S.C. 1301 et seq.) to the
Board (as defined in section 101 of such Act (2
U.S.C. 1301)) or any person alleging a violation of section 201(a)(1) of such Act (2 U.S.C. 1311(a)(1)) shall be the powers, remedies, and procedures this Act provides to the Board or any person, respectively, alleging an unlawful employment practice in violation of this Act against an employee described in section 5(3)(B) except as provided in paragraphs (2) and (3) of this subsection.

(2) Costs and Fees.—The powers, remedies, and procedures provided in subsections (b) and (c) of section 722 of the Revised Statutes (42 U.S.C. 1988) shall be the powers, remedies, and procedures this Act provides to the Board or any person alleging such practice.

(3) Damages.—The powers, remedies, and procedures provided in section 1977A of the Revised Statutes (42 U.S.C. 1981a), including the limitations contained in subsection (b)(3) of such section 1977A, shall be the powers, remedies, and procedures this Act provides to the Board or any person alleging such practice (not an employment practice specifically excluded from coverage under section 1977A(a)(1) of the Revised Statutes).

(4) Other Applicable Provisions.—With respect to a claim alleging a practice described in para-
graph (1), title III of the Congressional Accountability Act of 1995 (2 U.S.C. 1381 et seq.) shall apply in the same manner as such title applies with respect to a claim alleging a violation of section 201(a)(1) of such Act (2 U.S.C. 1311(a)(1)).

(c) Employees Covered by Chapter 5 of Title 3, United States Code.—

(1) In General.—The powers, remedies, and procedures provided in chapter 5 of title 3, United States Code, to the President, the Commission, the Merit Systems Protection Board, or any person alleging a violation of section 411(a)(1) of such title shall be the powers, remedies, and procedures this Act provides to the President, the Commission, the Board, or any person, respectively, alleging an unlawful employment practice in violation of this Act against an employee described in section 5(3)(C) except as provided in paragraphs (2) and (3) of this subsection.

(2) Costs and Fees.—The powers, remedies, and procedures provided in subsections (b) and (c) of section 722 of the Revised Statutes (42 U.S.C. 1988) shall be the powers, remedies, and procedures this Act provides to the President, the Commission, the Board, or any person alleging such practice.
(3) DAMAGES.—The powers, remedies, and procedures provided in section 1977A of the Revised Statutes (42 U.S.C. 1981a), including the limitations contained in subsection (b)(3) of such section 1977A, shall be the powers, remedies, and procedures this Act provides to the President, the Commission, the Board, or any person alleging such practice (not an employment practice specifically excluded from coverage under section 1977A(a)(1) of the Revised Statutes).

(d) EMPLOYEES COVERED BY GOVERNMENT EMPLOYEE RIGHTS ACT OF 1991.—

(1) IN GENERAL.—The powers, remedies, and procedures provided in sections 302 and 304 of the Government Employee Rights Act of 1991 (42 U.S.C. 2000e–16b; 2000e–16c) to the Commission or any person alleging a violation of section 302(a)(1) of such Act (42 U.S.C. 2000e–16b(a)(1)) shall be the powers, remedies, and procedures this Act provides to the Commission or any person, respectively, alleging an unlawful employment practice in violation of this Act against an employee described in section 5(3)(D) except as provided in paragraphs (2) and (3) of this subsection.

(2) COSTS AND FEES.—The powers, remedies, and procedures provided in subsections (b) and (c) of
section 722 of the Revised Statutes (42 U.S.C. 1988) shall be the powers, remedies, and procedures this Act provides to the Commission or any person alleging such practice.

(3) DAMAGES.—The powers, remedies, and procedures provided in section 1977A of the Revised Statutes (42 U.S.C. 1981a), including the limitations contained in subsection (b)(3) of such section 1977A, shall be the powers, remedies, and procedures this Act provides to the Commission or any person alleging such practice (not an employment practice specifically excluded from coverage under section 1977A(a)(1) of the Revised Statutes).

(e) EMPLOYEES COVERED BY SECTION 717 OF THE CIVIL RIGHTS ACT OF 1964.—

(1) IN GENERAL.—The powers, remedies, and procedures provided in section 717 of the Civil Rights Act of 1964 (42 U.S.C. 2000e–16) to the Commission, the Attorney General, the Librarian of Congress, or any person alleging a violation of that section shall be the powers, remedies, and procedures this Act provides to the Commission, the Attorney General, the Librarian of Congress, or any person, respectively, alleging an unlawful employment practice in violation of this Act against an employee described in section
5(3)(E) except as provided in paragraphs (2) and (3) of this subsection.

(2) **Costs and Fees.**—The powers, remedies, and procedures provided in subsections (b) and (c) of section 722 of the Revised Statutes (42 U.S.C. 1988) shall be the powers, remedies, and procedures this Act provides to the Commission, the Attorney General, the Librarian of Congress, or any person alleging such practice.

(3) **Damages.**—The powers, remedies, and procedures provided in section 1977A of the Revised Statutes (42 U.S.C. 1981a), including the limitations contained in subsection (b)(3) of such section 1977A, shall be the powers, remedies, and procedures this Act provides to the Commission, the Attorney General, the Librarian of Congress, or any person alleging such practice (not an employment practice specifically excluded from coverage under section 1977A(a)(1) of the Revised Statutes).

(f) **Prohibition Against Retaliation.**—

(1) **In General.**—No person shall discriminate against any employee because such employee has opposed any act or practice made unlawful by this Act or because such employee made a charge, testified, as-
sisted, or participated in any manner in an inves-
tigation, proceeding, or hearing under this Act.

(2) PROHIBITION AGAINST COERCION.—It shall
be unlawful to coerce, intimidate, threaten, or inter-
fere with any individual in the exercise or enjoyment
of, or on account of such individual having exercised
or enjoyed, or on account of such individual having
aided or encouraged any other individual in the exer-
cise or enjoyment of, any right granted or protected
by this Act.

(3) REMEDY.—The remedies and procedures oth-
erwise provided for under this section shall be avail-
able to aggrieved individuals with respect to viola-
tions of this subsection.

(g) LIMITATION.—Notwithstanding subsections (a)(3),
(b)(3), (c)(3), (d)(3), and (e)(3), if an unlawful employment
practice involves the provision of a reasonable accommoda-
tion pursuant to this Act or regulations implementing this
Act, damages may not be awarded under section 1977A of
the Revised Statutes (42 U.S.C. 1981a) if the covered entity
demonstrates good faith efforts, in consultation with the em-
ployee with known limitations related to pregnancy, child-
birth, or related medical conditions who has informed the
covered entity that accommodation is needed, to identify
and make a reasonable accommodation that would provide
such employee with an equally effective opportunity and
would not cause an undue hardship on the operation of the
covered entity.

SEC. 4. RULEMAKING.

Not later than 2 years after the date of enactment of
this Act, the Commission shall issue regulations in an acces-
sible format in accordance with subchapter II of chapter
5 of title 5, United States Code, to carry out this Act. Such
regulations shall provide examples of reasonable accom-
modations addressing known limitations related to preg-
nancy, childbirth, or related medical conditions.

SEC. 5. DEFINITIONS.

As used in this Act—

(1) the term “Commission” means the Equal
Employment Opportunity Commission;

(2) the term “covered entity”—

(A) has the meaning given the term “re-
spondent” in section 701(n) of the Civil Rights
Act of 1964 (42 U.S.C. 2000e(n)); and

(B) includes—

(i) an employer, which means a person
engaged in industry affecting commerce who
has 15 or more employees as defined in sec-
tion 701(b) of title VII of the Civil Rights
Act of 1964 (42 U.S.C. 2000e(b));
(ii) an employing office, as defined in section 101 of the Congressional Accountability Act of 1995 (2 U.S.C. 1301) and section 411(c) of title 3, United States Code;

(iii) an entity employing a State employee described in section 304(a) of the Government Employee Rights Act of 1991 (42 U.S.C. 2000e–16c(a)); and

(iv) an entity to which section 717(a) of the Civil Rights Act of 1964 (42 U.S.C. 2000e–16(a)) applies;

(3) the term “employee” means—

(A) an employee (including an applicant), as defined in section 701(f) of the Civil Rights Act of 1964 (42 U.S.C. 2000e(f));

(B) a covered employee (including an applicant), as defined in section 101 of the Congressional Accountability Act of 1995 (2 U.S.C. 1301);

(C) a covered employee (including an applicant), as defined in section 411(c) of title 3, United States Code;

(D) a State employee (including an applicant) described in section 304(a) of the Govern-
ment Employee Rights Act of 1991 (42 U.S.C. 2000e–16c(a)); or

(E) an employee (including an applicant) to which section 717(a) of the Civil Rights Act of 1964 (42 U.S.C. 2000e–16(a)) applies;

(4) the term “person” has the meaning given such term in section 701(a) of the Civil Rights Act of 1964 (42 U.S.C. 2000e(a));

(5) the term “known limitation” means physical or mental condition related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions that the employee or employee’s representative has communicated to the employer whether or not such condition meets the definition of disability specified in section 3 of the Americans with Disabilities Act of 1990 (42 U.S.C. 12102);

(6) the term “qualified employee” means an employee or applicant who, with or without reasonable accommodation, can perform the essential functions of the employment position, except that an employee or applicant shall be considered qualified if—

(A) any inability to perform an essential function is for a temporary period;

(B) the essential function could be performed in the near future; and
(C) the inability to perform the essential function can be reasonably accommodated; and

(7) the terms “reasonable accommodation” and “undue hardship” have the meanings given such terms in section 101 of the Americans with Disabilities Act of 1990 (42 U.S.C. 12111) and shall be construed as such terms are construed under such Act and as set forth in the regulations required by this Act, including with regard to the interactive process that will typically be used to determine an appropriate reasonable accommodation.

**SEC. 6. WAIVER OF STATE IMMUNITY.**

A State shall not be immune under the 11th Amendment to the Constitution from an action in a Federal or State court of competent jurisdiction for a violation of this Act. In any action against a State for a violation of this Act, remedies (including remedies both at law and in equity) are available for such a violation to the same extent as such remedies are available for such a violation in an action against any public or private entity other than a State.

**SEC. 7. RELATIONSHIP TO OTHER LAWS.**

Nothing in this Act shall be construed to invalidate or limit the powers, remedies, and procedures under any Federal law or law of any State or political subdivision.
of any State or jurisdiction that provides greater or equal
protection for individuals affected by pregnancy, childbirth,
or related medical conditions.

SEC. 8. SEVERABILITY.

If any provision of this Act or the application of that
provision to particular persons or circumstances is held in-
valid or found to be unconstitutional, the remainder of this
Act and the application of that provision to other persons
or circumstances shall not be affected.
A BILL

To eliminate discrimination and promote women’s health and economic security by ensuring reasonable workplace accommodations for workers whose ability to perform the functions of a job are limited by pregnancy, childbirth, or a related medical condition.

MAY 4, 2021

Reported from the Committee on Education and Labor

MAY 4, 2021

Committee on House Administration, Oversight and Reform, and the Judiciary discharged; committed to the Committee of the Whole House on the State of the Union and ordered to be printed.

VerDate Sep 11 2014 19:59 May 04, 2021 Jkt 019200 PO 00000 Frm 00020 Fmt 6651 Sfmt 6651 E:\BILLS\H1065.RH H1065pamtmann on DSKBC07HB2PROD with BILLS