

the ADA, from which H.R. 2694 incorporates the definition of reasonable accommodation. Therefore, if a religious organization has a paid leave policy, H.R. 2694 could require the organization to allow paid leave for purposes that conflict with its religious tenets.

The chamber also contends that H.R. 2694 is not a bill that addresses hiring, unlike the PDA and the ADA, which apply to hiring. This is false. H.R. 2694 applies to both employees and job applicants, so it is indeed a hiring statute.

Therefore, the religious organization protections in the Civil Rights Act and the ADA are just as relevant to H.R. 2694 as they are to those statutes.

Madam Speaker, to conclude, the motion to recommit includes H.R. 2694 in its entirety, with one important addition related to religious organization protections. My amendment simply incorporates the title VII religious organization protection to ensure these organizations are not forced to violate their faith in making employment and accommodation decisions.

Madam Speaker, I urge my colleagues to support this simple but important addition to the bill, and I yield back the balance of my time.

Mr. SCOTT of Virginia. Madam Speaker, I rise in opposition to the motion.

The SPEAKER pro tempore. The gentleman from Virginia is recognized for 5 minutes.

Mr. SCOTT of Virginia. Madam Speaker, first, let me just restate what I said about the Congressional Research Service that found that States typically do not enact separate or specialized religious exemptions for pregnancy accommodation laws.

Madam Speaker, this MTR would jeopardize women's health and risk their pregnancies in order to provide a religious exemption for employers, to exempt them from the requirement to provide just basic and reasonable accommodations for the workforce. Exactly who would want them to deny these basic accommodations?

First, it is unnecessary. The Pregnant Workers Fairness Act already exempts small private employers, including religious employers, with fewer than 15 employees. According to the Bureau of Labor Statistics, 80 percent of religious organizations have fewer than 10 employees.

Second, the underlying bill does not in any way amend or change the underlying exemptions in title VII of the Civil Rights Act or Americans with Disabilities Act or any other bill. It doesn't affect the Religious Freedom Restoration Act. But it would, if it is specified in this bill, give the employer the idea that they could deny reasonable accommodations if they for some religious reason don't agree with the pregnancy: women who are pregnant and divorced, women pregnant out of wedlock, pregnant in a same-sex relationship.

What, you don't have to give them a water break?

This amendment is unnecessary. The other exemptions are there for legitimate religious reasons, and this overbroad amendment would just cause mischief.

Madam Speaker, I yield to the gentlewoman from Pennsylvania (Ms. WILD).

Ms. WILD. Madam Speaker, I thank the chairman for yielding.

I rise in opposition to this political poison pill of an MTR.

Corporations are a legal creation. They don't have religious beliefs. Their officers might, but they do not.

Let's be clear about who inspired the Pregnant Workers Fairness Act.

It is women who have asked for accommodations in lifting requirements because their doctors told them they were at high risk of miscarriage or preterm birth.

It is women like the worker in Pennsylvania who was denied a schedule change and fired due to cramping in her uterus that landed her in the ER.

This MTR invites discrimination. It emboldens those who would use religion as a basis to discriminate against people who are pregnant and not married, workers in same-sex couples, women who used IVF to get pregnant, even people with partners of a different race.

Something the proponents of this amendment aren't saying out loud is that other religious exemptions would already apply to the Pregnant Workers Fairness Act.

This MTR frustrates the purpose of a good bill, a bill that is supported by the Chamber of Commerce and by 89 percent of voters.

Every year, an estimated quarter of a million women are denied requests for an accommodation because current law forces pregnant workers to find other nonpregnant employees who received similar accommodations to make a case.

When pregnant women are denied accommodations, they face health risks, miscarriage, premature births.

Symptoms and conditions of pregnancy cannot be fully appreciated unless you have been pregnant yourself. So when you consider this vote on the MTR, remember that 80 percent of directors of ACWI Index companies are men. Men who have never experienced the struggles of pregnancy will be deciding whether to invoke an exemption to deny an accommodation to a pregnant worker. That is not right.

This bill is not some new burden on employers. They must already engage in a good faith interactive process over reasonable accommodations under the ADA.

This bill, as written, takes employer concerns into account. Employers with fewer than 15 employees or those who would suffer undue hardship need not provide accommodations.

Madam Speaker, I urge a resounding "no" vote on this MTR because it dilutes the very protections for pregnant workers that the bill seeks to establish.

Those protections are long overdue.

Mr. SCOTT of Virginia. Madam Speaker, I yield back the balance of my time.

The SPEAKER pro tempore. Without objection, the previous question is ordered on the motion to recommit.

There was no objection.

The SPEAKER pro tempore. The question is on the motion to recommit.

The question was taken; and the Speaker pro tempore announced that the noes appeared to have it.

Ms. FOXX of North Carolina. Madam Speaker, on that I demand the yeas and nays.

The SPEAKER pro tempore. Pursuant to section 3 of House Resolution 965, the yeas and nays are ordered.

Pursuant to clause 8 of rule XX, further proceedings on this question are postponed.

#### CONDEMNING ALL FORMS OF ANTI-ASIAN SENTIMENT AS RELATED TO COVID-19

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX, the unfinished business is the vote on adoption of the resolution (H. Res. 908) condemning all forms of anti-Asian sentiment as related to COVID-19, on which the yeas and nays were ordered.

The Clerk read the title of the resolution.

The SPEAKER pro tempore. The question is on the resolution.

The vote was taken by electronic device, and there were—yeas 243, nays 164, answered "present" 1, not voting 23, as follows:

[Roll No. 193]		
YEAS—243		
Adams	Correa	Gomez
Aguilar	Costa	Gonzalez (OH)
Allred	Courtney	Gonzalez (TX)
Axne	Cox (CA)	Gottheimer
Barragán	Craig	Green, Al (TX)
Bass	Crist	Grijalva
Beatty	Crow	Haaland
Bera	Cuellar	Harder (CA)
Beyer	Cunningham	Hastings
Bishop (GA)	Davids (KS)	Hayes
Blumenauer	Davis (CA)	Heck
Blunt Rochester	Davis, Danny K.	Herrera Beutler
Bonamici	Dean	Higgins (NY)
Boyle, Brendan F.	DeGette	Himes
Bustos	DeLauro	Horn, Kendra S.
Brindisi	DelBene	Horsford
Brooks (IN)	Delgado	Houlahan
Brown (MD)	Demings	Hoyer
Brownley (CA)	DeSaulnier	Huffman
Castro (TX)	Deutch	Hurd (TX)
Castor (FL)	Dingell	Jackson Lee
Carbajal	Doggett	Jayapal
Cárdenas	Doyle, Michael F.	Jeffries
Carson (IN)	Engel	Johnson (GA)
Cartwright	Escobar	Johnson (TX)
Case	Eshoo	Kaptur
Casten (IL)	Espallat	Katko
Castro (TX)	Finkenauer	Keating
Chu, Judy	Fitzpatrick	Kelly (IL)
Cicilline	Fletcher	Kennedy
Cisneros	Foster	Khanna
Clark (MA)	Frankel	Kildee
Clarke (NY)	Fudge	Kilmer
Clay	Gabbard	Kim
Cleaver	Gallego	Kind
Clyburn	Garamendi	Kirkpatrick
Cohen	Garcia (IL)	Krishnamoorthi
Connolly	Garcia (TX)	Kuster (NH)
Cooper	Golden	Lamb
		Langevin

Larsen (WA)	Omar	Slotkin
Larson (CT)	Pallone	Smith (NJ)
Lawrence	Panetta	Smith (WA)
Lawson (FL)	Pappas	Soto
Lee (CA)	Pascrell	Spanberger
Lee (NV)	Payne	Speier
Levin (CA)	Pelosi	Stanton
Levin (MI)	Perlmutter	Stevens
Lieu, Ted	Peters	Stivers
Lipinski	Peterson	Suozzi
Loebbecke	Phillips	Swalwell (CA)
Lofgren	Pingree	Takano
Lowenthal	Pocan	Thompson (CA)
Lowey	Porter	Thompson (MS)
Luján	Pressley	Titus
Luria	Price (NC)	Tlaib
Lynch	Quigley	Tonko
Malinowski	Raskin	Torres (CA)
Maloney, Carolyn B.	Rice (NY)	Torres Small (NM)
Maloney, Sean	Richmond	Trahan
Matsui	Rose (NY)	Trone
McAdams	Rouda	Underwood
McBath	Royal-Allard	Upton
McCaull	Ruiz	Vargas
McCollum	Ruppersberger	Veasey
McEachin	Rush	Vela
McGovern	Ryan	Wasserman
McNerney	Sánchez	Schultz
Meeks	Sarbanes	Velázquez
Meng	Scanlon	Visclosky
Mfume	Schakowsky	Wagner
Moore	Schiff	Walden
Morelle	Schneider	Wasserman
Moulton	Schrader	Waters
Mucarsel-Powell	Schrader	Watson Coleman
Murphy (FL)	Scott (VA)	Webster (FL)
Nadler	Scott, David	Welch
Napolitano	Serrano	Wexton
Neal	Sewell (AL)	Wild
Neguse	Shalala	Wilson (FL)
Norcross	Sherman	Woodall
Ocasio-Cortez	Sherrill	Yarmuth
	Sires	
NAYS—164		
Aderholt	Gibbs	Mitchell
Allen	Gohmert	Moolenaar
Amodei	Gooden	Mooney (WV)
Armstrong	Gosar	Mullin
Arrington	Granger	Murphy (NC)
Babin	Graves (LA)	Newhouse
Bacon	Graves (MO)	Norman
Baird	Green (TN)	Nunes
Balderson	Griffith	Palmer
Banks	Grothman	Pence
Barr	Guest	Perry
Bergman	Guthrie	Posey
Biggs	Hagedorn	Reed
Bilirakis	Harris	Reschenthaler
Bishop (NC)	Hartzler	Rice (SC)
Bishop (UT)	Hern, Kevin	Rodgers (WA)
Bost	Hice (GA)	Roe, David P.
Brady	Higgins (LA)	Rogers (AL)
Brooks (AL)	Hill (AR)	Rogers (KY)
Buchanan	Holding	Rooney (FL)
Buck	Hollingsworth	Rose, John W.
Bucshon	Hudson	Rouzer
Budd	Huizenga	Roy
Burchett	Jacobs	Rutherford
Burgess	Johnson (LA)	Scalise
Calvert	Johnson (OH)	Schweikert
Carter (GA)	Johnson (SD)	Scott, Austin
Carter (TX)	Jordan	Sensenbrenner
Chabot	Joyce (OH)	Shimkus
Cheney	Joyce (PA)	Simpson
Cline	Keller	Smith (MO)
Cloud	Kelly (MS)	Smith (NE)
Cole	Kelly (PA)	Smucker
Collins (GA)	King (IA)	Stauber
Comer	King (NY)	Stefanik
Conaway	Kinzinger	Steil
Crawford	Kustoff (TN)	Steube
Crenshaw	LaHood	Stewart
Curtis	Lamborn	Taylor
Davis, Rodney	Latta	Thompson (PA)
DesJarlais	Lesko	Thornberry
Diaz-Balart	Long	
Emmer	Loudermilk	
Estes	Lucas	
Ferguson	Luetkemeyer	
Fleischmann	Marshall	
Flores	Massie	
Fortenberry	Mast	
Foxx (NC)	McCarthy	
Fulcher	McClintock	
Gallagher	McKinley	
Garcia (CA)	Meuser	
Gianforte	Miller	

Wilson (SC)                    Womack                    Young  
Wittman                        Yoho                        Zeldin  
ANSWERED "PRESENT"—1

Amash  
NOT VOTING—23

1249

Messrs. BRADY, KELLY of Pennsylvania, and LONG changed their vote from "yea" to "nay."

Messrs. GONZALEZ of Texas and DOGGETT changed their vote from "nay" to "yea."

So the resolution was agreed to.

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

MEMBERS RECORDED PURSUANT TO HOUSE

RESOLUTION 965, 116TH CONGRESS

rragán (Beyer) Langevin Rooney (FL)

Blumenauer (Beyer)	(Lynch)	(Beyer)
Butterfield (Kildee)	Lawrence (Kildee)	Royal-Allard (Aguilar)
Chu, Judy (Takano)	Lawson (FL) (Demings)	Rush (Underwood)
Clay (Davids (KS))	Lieu, Ted (Beyer) Lipinski (Cooper)	Serrano (Jeffries)
Cohen (Beyer)	Lofgren (Jeffries)	Sewell (AL) (DelBene)
Davis, Danny K. (Underwood)	Lowenthal (Beyer)	Sires (Pallone)
DeSaulnier (Matsui)	Lowey (Tonko) Meng (Clark (MA))	Trahan (McGovern)
Frankel (Clark (MA))	Moore (Beyer) Napolitano (Correa)	Waters (Brownley (CA))
Grijalva (Raskin) Hastings (Wasserman Schultz)	Payne (Wasserman Schultz)	Watson Coleman (Pallone)
Janapal (Raskin) Khanna (Gomez)	Pingree (Clark (MA))	Welch (McGovern)
Kirkpatrick (Gallego)	Pocan (Raskin) Porter (Wexton)	Wilson (FL) (Hayes)

## PREGNANT WORKERS FAIRNESS ACT

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX, the unfinished business is the vote on the motion to recommit on the bill (H.R. 2694) 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, offered by the gentlewoman from North Carolina (Ms. Foxx), on which the yeas and nays were ordered.

The Clerk will redesignate the motion.

The Clerk redesignated the motion.

The SPEAKER pro tempore. The question is on the motion to recommit.

The vote was taken by electronic device, and there were—yeas 177, nays 226, not voting 27, as follows:

[Roll No. 194]

YEAS—177

Aderholt Amodei Bacon  
Allen Armstrong Baird  
Amash Bahin Balderson

Banks	Guthrie	Olson
Barr	Hagedorn	Palmer
Bergman	Harris	Pence
Biggs	Hartzler	Perry
Bilirakis	Hern, Kevin	Posey
Bishop (NC)	Herrera Beutler	Reed
Bost	Hice (GA)	Reschenthaler
Brady	Higgins (LA)	Rice (SC)
Brooks (AL)	Hill (AR)	Rodgers (WA)
Brooks (IN)	Holding	Roe, David P.
Buchanan	Hollingsworth	Rogers (AL)
Buck	Hudson	Rogers (KY)
Bucshon	Huizinga	Rooney (FL)
Budd	Hurd (TX)	Rose, John W.
Burchett	Jacobs	Rouzer
Burgess	Johnson (LA)	Roy
Calvert	Johnson (OH)	Rutherford
Carter (GA)	Johnson (SD)	Scalise
Carter (TX)	Jordan	Schweikert
Chabot	Joyce (OH)	Scott, Austin
Cheney	Joyce (PA)	Shimkus
Cleaver	Katko	Simpson
Cline	Keller	Smith (MO)
Cloud	Kelly (MS)	Smith (NE)
Cole	Kelly (PA)	Smith (NJ)
Collins (GA)	King (IA)	Smucker
Comer	King (NY)	Stauber
Conaway	Kinzinger	Stefanik
Crawford	Kustofsky (TN)	Steube
Crenshaw	LaHood	Stewart
Curtis	LaMalfa	Stivers
Davis, Rodney	Lamborn	Taylor
DesJarlais	Latta	Thompson (PA)
Diaz-Balart	Lesko	Thornberry
Emmer	Long	Tipton
Estes	Loudermilk	Turner
Ferguson	Lucas	Upton
Fitzpatrick	Luetkemeyer	Van Drew
Fleischmann	Marshall	Wagner
Flores	Massie	Walberg
Fortenberry	Mast	Walden
Foxx (NC)	McAdams	Walorski
Fulcher	McCarthy	Waltz
Gallagher	McCaull	Watkins
Garcia (CA)	McClintock	Weber (TX)
Gianforте	McKinley	Webster (FL)
Gibbs	Meuser	Wenstrup
Gohmert	Miller	Westerman
Gonzalez (OH)	Mitchell	Williams
Gosar	Moolenaar	Wilson (SC)
Granger	Mooney (WV)	Wittman
Graves (LA)	Mullin	Womack
Graves (MO)	Murphy (NC)	Woodall
Green (TN)	Newhouse	Yoho
Griffith	Norman	Young
Guest	Nunes	Zeldin
NAYS—226		
Adams	Cox (CA)	Grijalva
Aguilar	Craig	Haaland
Allred	Crist	Harder (CA)
Axne	Crow	Hastings
Barragán	Cuellar	Hayes
Bass	Cunningham	Heck
Beatty	Davids (KS)	Higgins (NY)
Bera	Davis (CA)	Himes
Beyer	Davis, Danny K.	Horn, Kendra S.
Bishop (GA)	Dean	Horsford
Blumenauer	DeGette	Houlahan
Blunt Rochester	DeLauro	Hoyer
Bonamici	DelBene	Huffman
Boyle, Brendan F.	Delgado	Jackson Lee
Brindisi	Demings	Jayapal
Brown (MD)	DeSaulnier	Jeffries
Brownley (CA)	Deutch	Johnson (GA)
Bustos	Dingell	Johnson (TX)
Butterfield	Doggett	Keating
Carbajal	Doyle, Michael F.	Kelly (IL)
Cárdenas	Engel	Kennedy
Carson (IN)	Escobar	Khanna
Cartwright	Eshoo	Kildee
Case	Espallat	Kilmer
Casten (IL)	Finkenauer	Kim
Castor (FL)	Fletcher	Kind
Castro (TX)	Foster	Kirkpatrick
Chu, Judy	Frankel	Krishnamoorthi
Cicilline	Fudge	Kuster (NH)
Cisneros	Gabbard	Lamb
Clark (MA)	Gallego	Langevin
Clarke (NY)	Garamendi	Larsen (WA)
Clay	Garcia (IL)	Larson (CT)
Clyburn	Garcia (TX)	Lawrence
Cohen	Golden	Lawson (FL)
Connolly	Gomez	Lee (CA)
Cooper	Gonzalez (TX)	Lee (NV)
Correa	Gooden	Levin (MI)
Costa	Gottheimer	Lieu, Ted
Courtney	Green, Al (TX)	Lipinski