

1 TO THE HONORABLE SENATE:

2 The Committee on Economic Development, Housing and General Affairs to
3 which was referred House Bill No. 136 entitled “An act relating to
4 accommodations for pregnant employees” respectfully reports that it has
5 considered the same and recommends that the Senate propose to the House that
6 the bill be amended by striking out all after the enacting clause and inserting in
7 lieu thereof the following:

8 Sec. 1. 21 V.S.A. § 495d is amended to read:

9 § 495d. DEFINITIONS

10 As used in this subchapter:

11 * * *

12 (14) “Pregnancy-related condition” means a limitation of an employee’s
13 ability to perform the functions of a job caused by pregnancy, childbirth, or a
14 medical condition related to pregnancy or childbirth.

15 Sec. 2. 21 V.S.A. § 495k is added to read:

16 § 495k. ACCOMMODATIONS FOR PREGNANCY-RELATED
17 CONDITIONS

18 (a)(1) It shall be an unlawful employment practice for an employer to fail
19 to provide a reasonable accommodation for an employee’s pregnancy-related
20 condition, unless it would impose an undue hardship on the employer.

