

**Pregnant Workers Fairness Act HR. 2694**  
**Lobby Day**  
**Brief Bill Explainer**

The Pregnant Workers Fairness Act ([H.R. 2694](#)) guarantees pregnant workers the right to receive reasonable accommodations for known limitations related to pregnancy, childbirth, or a related medical condition unless such accommodation would cause an undue hardship on the employer. The framework is already familiar to employers as it is modeled on the accommodation framework in the American with Disabilities Act.

**The main provisions of the bill:**

Covered entities, including private employers with 15 or more employees, must adhere to the following provisions and not doing so constitutes an unlawful employment practice:

- An employer must provide reasonable accommodation to a qualified employee (including applicants) with known limitations related to pregnancy, childbirth, or related medical conditions, unless providing the accommodation would cause an undue hardship on the employer's business.
- An employer cannot force a qualified employee (including an applicant) to accept an accommodation other than an accommodation arrived at through the interactive process that takes place between employer and employee.
- An employer cannot deny employment opportunities to a qualified employee (including an applicant) who needs a reasonable accommodation.
- An employer cannot require an employee to take leave if another reasonable accommodation can be provided to the employee.
- An employer cannot take adverse action in the "terms, privileges, or conditions of employment" if an employee or applicant requests or uses a reasonable accommodation related to an employee's known limitations related to pregnancy, childbirth, or related medical conditions.

**A couple key definitions:**

"Reasonable accommodation" and "undue hardship" are defined the same way they are defined in the Americans with Disabilities Act

"known limitation" means a 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 the conditions meets the definition of disability under the ADA.