

114TH CONGRESS  
1ST SESSION

**S.** \_\_\_\_\_

To amend the Civil Rights Act of 1964 to provide protections against pregnancy discrimination in the workplace, and for other purposes.

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IN THE SENATE OF THE UNITED STATES

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Ms. MURKOWSKI (for herself, Mr. ALEXANDER, Mrs. FISCHER, and Mr. KIRK) introduced the following bill; which was read twice and referred to the Committee on \_\_\_\_\_

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## A BILL

To amend the Civil Rights Act of 1964 to provide protections against pregnancy discrimination in the workplace, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Pregnancy Discrimina-  
5 tion Amendment Act”.

6 **SEC. 2. PROTECTIONS AGAINST PREGNANCY DISCRIMINA-**  
7 **TION IN THE WORKPLACE.**

8 Section 701(k) of the Civil Rights Act of 1964 (42  
9 U.S.C. 2000e(k)) is amended—

1           (1) in the first sentence, by striking “as other  
2 persons not so affected but similar in their ability”  
3 and inserting “as any other applicants for employ-  
4 ment with, or employees employed by, the same em-  
5 ployer, in work that is performed under similar  
6 working conditions, who are not so affected but simi-  
7 lar in their temporary ability”; and

8           (2) by inserting after the first sentence the fol-  
9 lowing: “This subsection shall not permit any labor  
10 organization, or agent of such labor organization,  
11 representing employees of an employer having em-  
12 ployees subject to any provision of this title, directly  
13 or through any collective bargaining agreement  
14 (agreed to by the labor organization, or agent of  
15 such labor organization, and such employer), to  
16 cause or attempt to cause such employer to commit  
17 an unlawful employment practice against an em-  
18 ployee in violation of this subsection.”.