



House of Representatives

General Assembly

File No. 222

January Session, 2017

Substitute House Bill No. 6668

House of Representatives, March 27, 2017

The Committee on Labor and Public Employees reported through REP. PORTER of the 94th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

AN ACT CONCERNING PREGNANT WOMEN IN THE WORKPLACE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 46a-60 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2017*):

3 (a) As used in this section:

4 (1) "Pregnancy" means pregnancy, childbirth or a related condition,
5 including, but not limited to, lactation;

6 (2) "Reasonable accommodation" means, but shall not be limited to,
7 being permitted to sit while working, more frequent or longer breaks,
8 periodic rest, assistance with manual labor, job restructuring, light
9 duty assignments, modified work schedules, temporary transfers to
10 less strenuous or hazardous work, time off to recover from childbirth
11 or break time and appropriate facilities for expressing breast milk; and

12 (3) "Undue hardship" means an action requiring significant

13 difficulty or expense when considered in light of factors such as (A) the
14 nature and cost of the accommodation; (B) the overall financial
15 resources of the employer; (C) the overall size of the business of the
16 employer with respect to the number of employees, and the number,
17 type and location of its facilities; and (D) the effect on expenses and
18 resources or the impact otherwise of such accommodation upon the
19 operation of the employer.

20 [(a)] (b) It shall be a discriminatory practice in violation of this
21 section:

22 (1) For an employer, by the employer or the employer's agent,
23 except in the case of a bona fide occupational qualification or need, to
24 refuse to hire or employ or to bar or to discharge from employment
25 any individual or to discriminate against such individual in
26 compensation or in terms, conditions or privileges of employment
27 because of the individual's race, color, religious creed, age, sex, gender
28 identity or expression, marital status, national origin, ancestry, present
29 or past history of mental disability, intellectual disability, learning
30 disability or physical disability, including, but not limited to,
31 blindness;

32 (2) For any employment agency, except in the case of a bona fide
33 occupational qualification or need, to fail or refuse to classify properly
34 or refer for employment or otherwise to discriminate against any
35 individual because of such individual's race, color, religious creed, age,
36 sex, gender identity or expression, marital status, national origin,
37 ancestry, present or past history of mental disability, intellectual
38 disability, learning disability or physical disability, including, but not
39 limited to, blindness;

40 (3) For a labor organization, because of the race, color, religious
41 creed, age, sex, gender identity or expression, marital status, national
42 origin, ancestry, present or past history of mental disability,
43 intellectual disability, learning disability or physical disability,
44 including, but not limited to, blindness of any individual to exclude
45 from full membership rights or to expel from its membership such

46 individual or to discriminate in any way against any of its members or
47 against any employer or any individual employed by an employer,
48 unless such action is based on a bona fide occupational qualification;

49 (4) For any person, employer, labor organization or employment
50 agency to discharge, expel or otherwise discriminate against any
51 person because such person has opposed any discriminatory
52 employment practice or because such person has filed a complaint or
53 testified or assisted in any proceeding under section 46a-82, 46a-83 or
54 46a-84;

55 (5) For any person, whether an employer or an employee or not, to
56 aid, abet, incite, compel or coerce the doing of any act declared to be a
57 discriminatory employment practice or to attempt to do so;

58 (6) For any person, employer, employment agency or labor
59 organization, except in the case of a bona fide occupational
60 qualification or need, to advertise employment opportunities in such a
61 manner as to restrict such employment so as to discriminate against
62 individuals because of their race, color, religious creed, age, sex,
63 gender identity or expression, marital status, national origin, ancestry,
64 present or past history of mental disability, intellectual disability,
65 learning disability or physical disability, including, but not limited to,
66 blindness;

67 (7) For an employer, by the employer or the employer's agent: (A)
68 To terminate a woman's employment because of her pregnancy; (B) to
69 refuse to grant to that employee a reasonable leave of absence for
70 disability resulting from her pregnancy; (C) to deny to that employee,
71 who is disabled as a result of pregnancy, any compensation to which
72 she is entitled as a result of the accumulation of disability or leave
73 benefits accrued pursuant to plans maintained by the employer; (D) to
74 fail or refuse to reinstate the employee to her original job or to an
75 equivalent position with equivalent pay and accumulated seniority,
76 retirement, fringe benefits and other service credits upon her
77 signifying her intent to return unless, in the case of a private employer,
78 the employer's circumstances have so changed as to make it impossible

79 or unreasonable to do so; [(E) to fail or refuse to make a reasonable
80 effort to transfer a pregnant employee to any suitable temporary
81 position which may be available in any case in which an employee
82 gives written notice of her pregnancy to her employer and the
83 employer or pregnant employee reasonably believes that continued
84 employment in the position held by the pregnant employee may cause
85 injury to the employee or fetus; (F) to fail or refuse to inform the
86 pregnant employee that a transfer pursuant to subparagraph (E) of this
87 subdivision may be appealed under the provisions of this chapter; or]
88 (E) to limit, segregate or classify the employee in a way that would
89 deprive her of employment opportunities due to her pregnancy; (F) to
90 discriminate against an employee or person seeking employment on
91 the basis of her pregnancy in the terms or conditions of her
92 employment; (G) to fail or refuse to [inform employees of the
93 employer, by any reasonable means, that they must give written notice
94 of their pregnancy in order to be eligible for transfer to a temporary
95 position;] make a reasonable accommodation for an employee or
96 person seeking employment due to her pregnancy, unless the
97 employer can demonstrate that such accommodation would impose an
98 undue hardship on such employer; (H) to deny employment
99 opportunities to an employee or person seeking employment if such
100 denial is due to the employee's request for a reasonable
101 accommodation due to her pregnancy; (I) to force an employee or
102 person seeking employment affected by pregnancy to accept a
103 reasonable accommodation if such employee or person seeking
104 employment (i) does not have a known limitation related to her
105 pregnancy, or (ii) does not require a reasonable accommodation to
106 perform the essential duties related to her employment; (J) to require
107 an employee to take a leave of absence if a reasonable accommodation
108 can be provided in lieu of such leave; and (K) to retaliate against an
109 employee in the terms, conditions or privileges of her employment
110 based upon such employee's request for a reasonable accommodation;

111 (8) For an employer, by the employer or the employer's agent, for an
112 employment agency, by itself or its agent, or for any labor
113 organization, by itself or its agent, to harass any employee, person

114 seeking employment or member on the basis of sex or gender identity
115 or expression. "Sexual harassment" shall, for the purposes of this
116 [section] subdivision, be defined as any unwelcome sexual advances or
117 requests for sexual favors or any conduct of a sexual nature when (A)
118 submission to such conduct is made either explicitly or implicitly a
119 term or condition of an individual's employment, (B) submission to or
120 rejection of such conduct by an individual is used as the basis for
121 employment decisions affecting such individual, or (C) such conduct
122 has the purpose or effect of substantially interfering with an
123 individual's work performance or creating an intimidating, hostile or
124 offensive working environment;

125 (9) For an employer, by the employer or the employer's agent, for an
126 employment agency, by itself or its agent, or for any labor
127 organization, by itself or its agent, to request or require information
128 from an employee, person seeking employment or member relating to
129 the individual's child-bearing age or plans, pregnancy, function of the
130 individual's reproductive system, use of birth control methods, or the
131 individual's familial responsibilities, unless such information is
132 directly related to a bona fide occupational qualification or need,
133 provided an employer, through a physician may request from an
134 employee any such information which is directly related to workplace
135 exposure to substances which may cause birth defects or constitute a
136 hazard to an individual's reproductive system or to a fetus if the
137 employer first informs the employee of the hazards involved in
138 exposure to such substances;

139 (10) For an employer, by the employer or the employer's agent, after
140 informing an employee, pursuant to subdivision (9) of this subsection,
141 of a workplace exposure to substances which may cause birth defects
142 or constitute a hazard to an employee's reproductive system or to a
143 fetus, to fail or refuse, upon the employee's request, to take reasonable
144 measures to protect the employee from the exposure or hazard
145 identified, or to fail or refuse to inform the employee that the measures
146 taken may be the subject of a complaint filed under the provisions of
147 this chapter. Nothing in this subdivision is intended to prohibit an

148 employer from taking reasonable measures to protect an employee
149 from exposure to such substances. For the purpose of this subdivision,
150 "reasonable measures" shall be those measures which are consistent
151 with business necessity and are least disruptive of the terms and
152 conditions of the employee's employment;

153 (11) For an employer, by the employer or the employer's agent, for
154 an employment agency, by itself or its agent, or for any labor
155 organization, by itself or its agent: (A) To request or require genetic
156 information from an employee, person seeking employment or
157 member, or (B) to discharge, expel or otherwise discriminate against
158 any person on the basis of genetic information. For the purpose of this
159 subdivision, "genetic information" means the information about genes,
160 gene products or inherited characteristics that may derive from an
161 individual or a family member.

162 [(b)] (c) (1) The provisions of this section concerning age shall not
163 apply to: (A) The termination of employment of any person with a
164 contract of unlimited tenure at an independent institution of higher
165 education who is mandatorily retired, on or before July 1, 1993, after
166 having attained the age of seventy; (B) the termination of employment
167 of any person who has attained the age of sixty-five and who, for the
168 two years immediately preceding such termination, is employed in a
169 bona fide executive or a high policy-making position, if such person is
170 entitled to an immediate nonforfeitable annual retirement benefit
171 under a pension, profit-sharing, savings or deferred compensation
172 plan, or any combination of such plans, from such person's employer,
173 which equals, in aggregate, at least forty-four thousand dollars; (C) the
174 termination of employment of persons in occupations, including police
175 work and fire-fighting, in which age is a bona fide occupational
176 qualification; (D) the operation of any bona fide apprenticeship system
177 or plan; or (E) the observance of the terms of a bona fide seniority
178 system or any bona fide employee benefit plan for retirement, pensions
179 or insurance which is not adopted for the purpose of evading said
180 provisions, except that no such plan may excuse the failure to hire any
181 individual and no such system or plan may require or permit the

182 termination of employment on the basis of age. No such plan which
183 covers less than twenty employees may reduce the group hospital,
184 surgical or medical insurance coverage provided under the plan to any
185 employee who has reached the age of sixty-five and is eligible for
186 Medicare benefits or any employee's spouse who has reached age
187 sixty-five and is eligible for Medicare benefits except to the extent such
188 coverage is provided by Medicare. The terms of any such plan which
189 covers twenty or more employees shall entitle any employee who has
190 attained the age of sixty-five and any employee's spouse who has
191 attained the age of sixty-five to group hospital, surgical or medical
192 insurance coverage under the same conditions as any covered
193 employee or spouse who is under the age of sixty-five.

194 (2) No employee retirement or pension plan may exclude any
195 employee from membership in such plan or cease or reduce the
196 employee's benefit accruals or allocations under such plan on the basis
197 of age. The provisions of this subdivision shall be applicable to plan
198 years beginning on or after January 1, 1988, except that for any
199 collectively bargained plan this subdivision shall be applicable on the
200 earlier of (A) January 1, 1990, or (B) the later of (i) the expiration date
201 of the collective bargaining agreement, or (ii) January 1, 1988.

202 (3) The provisions of this section concerning age shall not prohibit
203 an employer from requiring medical examinations for employees for
204 the purpose of determining such employees' physical qualification for
205 continued employment.

206 (4) Any employee who continues employment beyond the normal
207 retirement age in the applicable retirement or pension plan shall give
208 notice of intent to retire, in writing, to such employee's employer not
209 less than thirty days prior to the date of such retirement.

210 (d) (1) An employer shall provide written notice of the right to be
211 free from discrimination in relation to pregnancy, childbirth and
212 related conditions, including the right to a reasonable accommodation
213 to the known limitations related to pregnancy pursuant to subdivision
214 (7) of subsection (b) of this section to: (A) New employees at the

215 commencement of employment; (B) existing employees within one
216 hundred twenty days after the effective date of this section; and (C)
217 any employee who notifies the employer of her pregnancy within ten
218 days of such notification. An employer may comply with the
219 provisions of this section by displaying a poster in a conspicuous
220 place, accessible to employees, at the employer's place of business that
221 contains the information required by this section in both English and
222 Spanish. The Labor Commissioner may adopt regulations, in
223 accordance with chapter 54, to establish additional requirements
224 concerning the means by which employers shall provide such notice.

225 (2) The Commission on Human Rights and Opportunities shall
226 develop courses of instruction and conduct ongoing public education
227 efforts as necessary to inform employers, employees, employment
228 agencies and persons seeking employment about their rights and
229 responsibilities under this section.

230 Sec. 2. Subsection (b) of section 5-248a of the general statutes is
231 repealed and the following is substituted in lieu thereof (*Effective*
232 *October 1, 2017*):

233 (b) The leave of absence benefits granted by this section shall be in
234 addition to any other paid leave benefits and benefits provided under
235 subdivision (7) of subsection [(a)] (b) of section 46a-60, as amended by
236 this act, which are otherwise available to the employee.

237 Sec. 3. Section 46a-54 of the general statutes is repealed and the
238 following is substituted in lieu thereof (*Effective October 1, 2017*):

239 The commission shall have the following powers and duties:

240 (1) To establish and maintain such offices as the commission may
241 deem necessary;

242 (2) To organize the commission into a division of affirmative action
243 monitoring and contract compliance, a division of discriminatory
244 practice complaints and such other divisions, bureaus or units as may
245 be necessary for the efficient conduct of business of the commission;

246 (3) To employ legal staff and commission legal counsel as necessary
247 to perform the duties and responsibilities under section 46a-55. One
248 commission legal counsel shall serve as supervising attorney. Each
249 commission legal counsel shall be admitted to practice law in this state;

250 (4) To appoint such investigators and other employees and agents as
251 it deems necessary, fix their compensation within the limitations
252 provided by law and prescribe their duties;

253 (5) To adopt, publish, amend and rescind regulations consistent
254 with and to effectuate the provisions of this chapter;

255 (6) To establish rules of practice to govern, expedite and effectuate
256 the procedures set forth in this chapter;

257 (7) To recommend policies and make recommendations to agencies
258 and officers of the state and local subdivisions of government to
259 effectuate the policies of this chapter;

260 (8) To receive, initiate as provided in section 46a-82, investigate and
261 mediate discriminatory practice complaints;

262 (9) By itself or with or by hearing officers or human rights referees,
263 to hold hearings, subpoena witnesses and compel their attendance,
264 administer oaths, take the testimony of any person under oath and
265 require the production for examination of any books and papers
266 relating to any matter under investigation or in question;

267 (10) To make rules as to the procedure for the issuance of subpoenas
268 by individual commissioners, hearing officers and human rights
269 referees;

270 (11) To require written answers to interrogatories under oath
271 relating to any complaint under investigation pursuant to this chapter
272 alleging any discriminatory practice as defined in subdivision (8) of
273 section 46a-51, and to adopt regulations, in accordance with the
274 provisions of chapter 54, for the procedure for the issuance of
275 interrogatories and compliance with interrogatory requests;

276 (12) To utilize such voluntary and uncompensated services of
277 private individuals, agencies and organizations as may from time to
278 time be offered and needed and with the cooperation of such agencies,
279 (A) to study the problems of discrimination in all or specific fields of
280 human relationships, and (B) to foster through education and
281 community effort or otherwise good will among the groups and
282 elements of the population of the state;

283 (13) To require the posting by an employer, employment agency or
284 labor organization of such notices regarding statutory provisions as
285 the commission shall provide;

286 (14) To require the posting, by any respondent or other person
287 subject to the requirements of section 46a-64, 46a-64c, 46a-81d or 46a-
288 81e, of such notices of statutory provisions as it deems desirable;

289 (15) (A) To require an employer having three or more employees to
290 post in a prominent and accessible location information concerning the
291 illegality of sexual harassment and remedies available to victims of
292 sexual harassment; and (B) to require an employer having fifty or more
293 employees to provide two hours of training and education to all
294 supervisory employees within one year of October 1, 1992, and to all
295 new supervisory employees within six months of their assumption of a
296 supervisory position, provided any employer who has provided such
297 training and education to any such employees after October 1, 1991,
298 shall not be required to provide such training and education a second
299 time. Such training and education shall include information
300 concerning the federal and state statutory provisions concerning
301 sexual harassment and remedies available to victims of sexual
302 harassment. As used in this subdivision, "sexual harassment" has the
303 same meaning as provided in subdivision (8) of subsection [(a)] (b) of
304 section 46a-60, as amended by this act, and "employer" includes the
305 General Assembly;

306 (16) To require each state agency that employs one or more
307 employees to (A) provide a minimum of three hours of diversity
308 training and education (i) to all supervisory and nonsupervisory

309 employees, not later than July 1, 2002, with priority for such training to
310 supervisory employees, and (ii) to all newly hired supervisory and
311 nonsupervisory employees, not later than six months after their
312 assumption of a position with a state agency, with priority for such
313 training to supervisory employees. Such training and education shall
314 include information concerning the federal and state statutory
315 provisions concerning discrimination and hate crimes directed at
316 protected classes and remedies available to victims of discrimination
317 and hate crimes, standards for working with and serving persons from
318 diverse populations and strategies for addressing differences that may
319 arise from diverse work environments; and (B) submit an annual
320 report to the Commission on Human Rights and Opportunities
321 concerning the status of the diversity training and education required
322 under subparagraph (A) of this subdivision. The information in such
323 annual reports shall be reviewed by the commission for the purpose of
324 submitting an annual summary report to the General Assembly.
325 Notwithstanding the provisions of this section, if a state agency has
326 provided such diversity training and education to any of its employees
327 prior to October 1, 1999, such state agency shall not be required to
328 provide such training and education a second time to such employees.
329 The requirements of this subdivision shall be accomplished within
330 available appropriations. As used in this subdivision, "employee" shall
331 include any part-time employee who works more than twenty hours
332 per week;

333 (17) To require each agency to submit information demonstrating its
334 compliance with subdivision (16) of this section as part of its
335 affirmative action plan and to receive and investigate complaints
336 concerning the failure of a state agency to comply with the
337 requirements of subdivision (16) of this section; and

338 (18) To enter into contracts for and accept grants of private or
339 federal funds and to accept gifts, donations or bequests, including
340 donations of service by attorneys.

341 Sec. 4. Section 46a-81aa of the general statutes is repealed and the

342 following is substituted in lieu thereof (*Effective October 1, 2017*):

343 The provisions of subsection (a) of section 4a-60, subsection (c) of
 344 section 8-169s, section 8-265c, subsection (c) of section 8-294, section 8-
 345 315, subsection (a) of section 10-15c, section 10-153, subsection (b) of
 346 section 10a-6, subsection (a) of section 11-24b, sections 16-245r and 16-
 347 247r, subsection (b) of section 28-15, section 31-22p, subsection (e) of
 348 section 31-57e, sections 32-277, 38a-358 and 42-125a, subsection (c) of
 349 section 42-125b, subsection (a) of section 46a-58, subsection (a) of
 350 section 46a-59, subsection [(a)] (b) of section 46a-60, as amended by
 351 this act, subsection (a) of section 46a-64, subsections (a) and (e) of
 352 section 46a-64c, subsection (a) of section 46a-66, subsection (a) of
 353 section 46a-70, subsection (a) of section 46a-71, subsection (b) of section
 354 46a-72, subsection (a) of section 46a-73, subsection (a) of section 46a-75,
 355 subsection (a) of section 46a-76, subsections (b) and (c) of section 52-
 356 571d and section 53-37a that prohibit discrimination on the basis of
 357 gender identity or expression shall not apply to a religious
 358 corporation, entity, association, educational institution or society with
 359 respect to the employment of individuals to perform work connected
 360 with the carrying on by such corporation, entity, association,
 361 educational institution or society of its activities, or with respect to
 362 matters of discipline, faith, internal organization or ecclesiastical rule,
 363 custom or law which are established by such corporation, entity,
 364 association, educational institution or society.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2017</i>	46a-60
Sec. 2	<i>October 1, 2017</i>	5-248a(b)
Sec. 3	<i>October 1, 2017</i>	46a-54
Sec. 4	<i>October 1, 2017</i>	46a-81aa

LAB *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note***State Impact:*** None***Municipal Impact:*** None***Explanation***

The bill results in no fiscal impact to the Commission on Human Rights and Opportunities as all changes conform statute to current practice.

The Out Years***State Impact:*** None***Municipal Impact:*** None

OLR Bill Analysis

sHB 6668

AN ACT CONCERNING PREGNANT WOMEN IN THE WORKPLACE.

SUMMARY

This bill expands the employment protections provided to pregnant women under the state’s anti-discrimination law. It requires employers to provide a reasonable workplace accommodation for a pregnant employee or applicant, unless the employer demonstrates that the accommodation would be an undue hardship. The bill also prohibits employers from (1) limiting, segregating, or classifying an employee in a way that would deprive her of employment opportunities due to her pregnancy or (2) forcing a pregnant employee or applicant to accept a reasonable accommodation if she does not need one. It also eliminates certain employment protection provisions related to transfers to temporary positions for pregnant workers.

It defines “pregnancy” as pregnancy, childbirth, or related conditions, including lactation.

Under the bill and existing law, an employer includes the state, municipalities, and any private employer with three or more employees (CGS § 46a-51).

The bill also requires (1) employers to notify employees of their rights under the bill and (2) the Commission on Human Rights and Opportunities (CHRO) to conduct ongoing public education efforts to inform employers and employees about their rights and responsibilities.

It also makes several conforming and technical changes.

EFFECTIVE DATE: October 1, 2017

PROTECTIONS FOR PREGNANT EMPLOYEES AND APPLICANTS***Reasonable Accommodation***

The bill prohibits employers from failing or refusing to make a reasonable accommodation for a pregnant employee or applicant, unless the employer demonstrates that the accommodation would be an undue hardship. The bill defines “undue hardship” as an action requiring significant difficulty or expense when considering the accommodation’s nature and cost, the employer’s overall financial resources, the employer’s size and facilities, and the effect on the employer’s operations.

Under the bill, “reasonable accommodations” include:

1. being allowed to sit while working,
2. more frequent or longer breaks,
3. periodic rest,
4. assistance with manual labor,
5. job restructuring,
6. light duty assignments,
7. modified work schedules,
8. temporary transfers to less strenuous or less hazardous work,
9. time off to recover from childbirth, or
10. break time and appropriate facilities for expressing breast milk.

(By law, an employer must make reasonable efforts to provide a private room for an employee to express breast milk or breastfeed (CGS § 31-40w).)

Additional Protections

The bill also prohibits employers from:

1. limiting, segregating, or classifying an employee in a way that would deprive her of employment opportunities due to her pregnancy;
2. discriminating against an employee or job applicant on the basis of her pregnancy in the terms or conditions of employment;
3. denying employment opportunities to a pregnant employee or applicant because she requested a reasonable accommodation;
4. forcing a pregnant employee or applicant to accept a reasonable accommodation if she does not (a) have a known pregnancy-related limitation or (b) require a reasonable accommodation to perform her job's essential duties;
5. requiring a pregnant employee to take a leave of absence instead of providing a reasonable accommodation; and
6. retaliating against a pregnant employee based on her request for a reasonable accommodation.

CHANGES TO EXISTING EMPLOYMENT PROTECTIONS FOR PREGNANT WORKERS

The bill eliminates certain language in the law that provides employment protections for pregnant workers. It eliminates the language that makes it a discriminatory practice to fail or refuse to make a reasonable effort to transfer a pregnant employee to an available temporary position when the employee or employer reasonably believes that continued work in the existing position may cause injury to the employee or to her fetus. This applies when the employee gives the employer written notice of her pregnancy.

It also eliminates the language that requires an employer to inform employees that they (1) must give the employer notice of a pregnancy in order to be eligible for a temporary transfer and (2) have the right to appeal a transfer.

Existing law, unchanged by the bill, prohibits an employer from,

among other things, (1) terminating a woman's employment because of her pregnancy, (2) refusing to grant the employee reasonable leave for disability resulting from the pregnancy, and (3) failing to reinstate the employee to her original job or an equivalent one upon her return (with some limitations).

EMPLOYEE NOTIFICATION

The bill requires employers to provide employees with written notice of their right to be free from discrimination in relation to pregnancy, childbirth, and related conditions, including the right to a reasonable accommodation. Notice must be given to (1) new employees when they start work; (2) existing employees within 120 days of the bill's effective date; and (3) any employee who notifies her employer of her pregnancy, within 10 days of her notification.

An employer may comply with the notice requirements by displaying a poster in a conspicuous place, accessible to employees, at the workplace with the required information in both English and Spanish.

The bill authorizes the Department of Labor to adopt regulations to establish additional notice requirements.

PUBLIC EDUCATION

Finally, the bill requires CHRO to develop instruction courses and conduct ongoing public education efforts to inform employers, employees, employment agencies, and job seekers about their rights and responsibilities.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 13 Nay 0 (03/09/2017)