

# HOUSE RESEARCH

## Bill Summary

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### Section

- 1** **Employee.** Modifies the definition of employee for the purposes of pregnancy and parenting leave to mean a person employed for 12 months by the employer and clarifies the 12 months must have been immediately preceding the leave.
- 2** **Pregnancy and parenting leave.** Expands the current law parenting leave to cover pregnancy and expands the length of the leave from six weeks to 12 weeks. Further specifies that the leave may be used by a female employee for prenatal care or incapacity due to pregnancy, childbirth or related health conditions. Requires an employee to give reasonable notice of the date the leave commences and its anticipated duration.
- 3** **Pregnancy accommodations.** Requires employers to provide reasonable accommodation to an employee for conditions related to pregnancy, childbirth or other related health conditions if requested. Also requires an employer to provide a temporary transfer to a less strenuous or hazardous position during the duration of the pregnancy if requested and if the transfer can be reasonably accommodated. An employee must provide a certification of medical necessity for the transfer. Employers may not retaliate against an employee for requesting or obtaining accommodation.
- 4** **Relationship to other leave.** Modifies current law to allow an employer to reduce the period of leave under this section by the period of any paid parental, disability, personal, medical or sick leave, accrued vacation, or leave under federal law, so that the leave does not exceed 12 weeks.