

Amendment to SB 759-FN

1 Amend the bill by replacing all after the enacting clause with the following:

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3 1 State Commission for Human Rights; Unlawful Discriminatory Practices. Amend RSA 354-
4 A:7, VI(a)-(b) to read as follows:

5 VI.(a) For the purposes of this chapter, the word "sex" includes pregnancy, ***childbirth***, and
6 ***related*** medical conditions [~~which result from pregnancy~~].

7 (b) [~~An employer shall permit a female employee to take leave of absence for the period~~
8 ~~of temporary physical disability resulting from pregnancy, childbirth or related medical conditions.~~]
9 ***An employer shall provide reasonable accommodations and/or permit a female employee to***
10 ***take a leave of absence for the period of temporary physical disability resulting from***
11 ***pregnancy, childbirth, or related medical conditions, unless such employer can***
12 ***demonstrate that the accommodation would impose an undue hardship on the operation of***
13 ***the business of the employer.*** When the employee is physically able to return to work, her original
14 job or a comparable position shall be made available to her by the employer unless business
15 necessity makes this impossible or unreasonable.

16 2 Effective Date. This act shall take effect 60 days after its passage.