

# MEMORANDUM

TO: Members of the House of Representatives

FROM: Representative Matt Smith

DATE: June 25, 2012

SUBJECT: Co-sponsorship of Legislation – Protecting Pregnant Women in the Workplace

In the near future, I will be introducing legislation amending the Pennsylvania Human Relations Act (PHRA) by adding language specifically addressing the matter of pregnant women in the workplace. This language is intended to clarify that discrimination against women on the basis of pregnancy is a violation of the PHRA.

Although the PHRA prohibits discrimination on the basis of sex, it does not specifically forbid discrimination against women who are pregnant. As a result, many state governments have enacted laws to specifically prohibit discrimination of women on the basis of pregnancy. Such measures ensure that all women are treated fairly and that they receive full protection under the PHRA.

My legislation will place into statute a definition of “pregnancy”, and adds “pregnancy” to the list of discriminatory practices deemed unlawful by this act. Specifically, my legislation incorporates the Federal Pregnancy Discrimination Act definition of pregnancy into the PHRA as a specific protected class. It is my intention that these provisions will ensure an end to discrimination against pregnant women in the workplace. Due to the increasing number of these occurrences, I feel this amendatory legislation is not only necessary, but long overdue.

It is my sincere hope that you will join me in this effort. If you would like to co-sponsor this legislation, please contact Jamie Fetter in my Harrisburg office at (717) 783-1850, or via email at [jfetter@pahouse.net](mailto:jfetter@pahouse.net).