Amendment to SB 759-FN

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

2

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

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

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

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