

**BILL SUMMARY**  
1<sup>st</sup> Session of the 56<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>SB 549</b>
<b>Version:</b>	<b>ENGR</b>
<b>Request Number:</b>	
<b>Author:</b>	<b>Representative West, T.</b>
<b>Date:</b>	<b>4/10/2017</b>
<b>Impact:</b>	<b>\$0 to the State</b>

**Research Analysis**

SB 549 declares the following to be unlawful employment practices:

- A state employer refusing to allow an employee who is disabled by pregnancy, childbirth or a related medical condition, or for adoption or foster care placement of a child, to take leave not to exceed 20 weeks;
- A state employer refusing to maintain and pay for coverage for an eligible employee who takes this leave under a group health plan, at the level and under the conditions that coverage would have been provided if the employee had continued in employment during the leave;
- A state employer refusing to provide reasonable accommodation for a state employee for a condition related to pregnancy, childbirth, or for adoption or foster care placement of a child, or a related medical condition, if requested;
- A state employer with a policy or practice authorizing the transfer of temporarily disabled employees to less strenuous or hazardous positions refusing the request of a pregnant employee to transfer; or
- A state employer refusing to temporarily transfer a pregnant employee to a less strenuous or hazardous position temporarily, with the advice of a physician, where that transfer can be reasonably accommodated.

Prepared By: Sean Webster

**Fiscal Analysis**

Provisions of the measure are not anticipated to significantly impact state revenues, as the use of paid leave or the provision of unpaid leave do not create additional liabilities for state agencies.

Prepared By: Nicole McPhetridge

**Other Considerations**

None.