SENATE FLOOR AMENDMENTS

2021 Regular Session

Amendments proposed by Senator Barrow to Engrossed Senate Bill No. 215 by Senator Barrow

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- 2 On page 1, line 2, change "R.S. 23:341(A) and" to "R.S. 23:341" and change "R.S. 23:341.1"
- 3 to "R.S. 23:341(D) and 341.1"
- 4 AMENDMENT NO. 2
- 5 On page 1, line 8, change "R.S. 23:341(A) and" to "R.S. 23:341"
- 6 AMENDMENT NO. 3
- 7 On page 1, line 9, change "R.S. 23:341.1 is" to "R.S. 23:341(D) and 341.1 are"
- 8 AMENDMENT NO. 4
- 9 On page 1, delete lines 11 through 13 and insert:
- 10 "* * *"
- 11 AMENDMENT NO. 5
- On page 1, delete line 17 and on page 2, delete lines 1 and 2 and insert:
- 13 "23:342. However, no employer shall be required to provide a female employee
- disability leave on account of normal pregnancy, childbirth, or related medical
- condition for a period exceeding six weeks."
- 16 AMENDMENT NO. 6
- On page 2, between lines 3 and 4 insert:
- 18 "D. Nothing in this Part shall impair any obligation an employer may
- 19 <u>have under any local ordinance or state or federal law or regulation."</u>
- 20 AMENDMENT NO. 7
- 21 On page 2, line 24, after "milk for" delete the remainder of the line and delete line 25 and
- 22 insert:
- 23 "up to one year after the child's birth and medical conditions related to
- 24 **pregnancy and childbirth.**"
- 25 <u>AMENDMENT NO. 8</u>
- On page 2, line 26 after "(3) "Undue hardship" delete the reminder of the line and delete
- 27 lines 27 through 29 and on page 3, delete lines 1 through 10 and insert:
- 28 "shall have the same meaning as the meaning given to it in 42 U.S.C. 12111 of
- 29 <u>the Americans with Disabilities Act of 1990, as amended."</u>
- 30 AMENDMENT NO. 9
- On page 3, delete lines 28 and 29 and on page 4, delete lines 1 through 7 and insert:

1 "(b) To take a leave on account of pregnancy for a reasonable period of time, 2 provided such period shall not exceed four months. Such employee shall be entitled 3 to utilize any accrued vacation leave during this period of time. "Reasonable period 4 of time" means that period during which the female employee is disabled on account 5 of pregnancy, childbirth, or related medical conditions. For the purposes of this Subparagraph, "reasonable period of time" means six weeks for a normal 6 pregnancy and childbirth or the period of time during which the female 7 8 employee is disabled on account of the pregnancy, childbirth, or related medical 9 conditions, provided the period shall not exceed four months. The employee 10 shall be entitled to utilize any accrued annual leave during this period of time. 11 Nothing herein shall be construed to limit the provisions of R.S. 23:341(C) or 12 Subparagraph (2)(a) of this Section Paragraph. An employer may require any employee who plans to take a leave pursuant to this Section to give the employer 13 14 reasonable notice of the date such leave shall commence and the estimated duration 15 of such leave."

AMENDMENT NO. 10

16

- On page 4, delete lines 28 and 29 and on page 5, delete lines 1 through 6 and insert:
- 18 "(a) Create any additional employment opportunity or any new position, 19 including a light duty position for the employee.
- 20 **(b)** Discharge an employee, transfer any employee with more seniority, or promote another employee who is not qualified to perform the job."
- 22 AMENDMENT NO. 11
- On page 6, delete lines 4 through 7