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**HOUSE COMMITTEE AMENDMENTS**

2021 Regular Session

Amendments proposed by House Committee on Labor and Industrial Relations to Reengrossed Senate Bill No. 215 by Senator Barrow

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1 AMENDMENT NO. 1

2 On page 2, between lines 4 and 5, insert the following:

3 **"A. The terms defined in this Part are to be construed in accordance**  
4 **with federal laws regarding disability, and based on pregnancy, childbirth, and**  
5 **related medical conditions.**

6 AMENDMENT NO. 2

7 On page 2, at the beginning of line 5, insert "**B.**"

8 AMENDMENT NO. 3

9 On page 2, between lines 5 and 6, insert the following:

10 **(1) "Applicant or employee with covered limitations" means an applicant**  
11 **for employment or an employee with medical needs causing limitations arising**  
12 **from pregnancy, childbirth, or related medical conditions, where such**  
13 **limitations are known to the employer.**

14 AMENDMENT NO. 4

15 On page 2, line 6, change "**(1)**" to "**(2)**" and change "**means**" to "**may include but is not**  
16 **limited to**"

17 AMENDMENT NO. 5

18 On page 2, line 8, after "**by**" delete the remainder of the line and insert in lieu thereof the  
19 following:

20 **"an applicant or employee with covered limitations,"**

21 AMENDMENT NO. 6

22 On page 2, at the beginning of line 9, delete "**related medical conditions**"

23 AMENDMENT NO. 7

24 On page 2, delete lines 13 and 14 in their entirety and insert in lieu thereof the following:

25 **"(b) For an applicant or employee with covered limitations, providing**  
26 **scheduled and more"**

27 AMENDMENT NO. 8

28 On page 2, line 24, change "**(2)**" to "**(3)**"

29 AMENDMENT NO. 9

30 On page 2, line 27, change "**(3)**" to "**(4)**"

1 AMENDMENT NO. 10

2 On page 4, delete lines 17 through 19 in their entirety and insert in lieu thereof the following:

3 **"(1) Fail or refuse to make reasonable accommodations for an applicant**  
4 **or employee with covered limitations, unless the employer can demonstrate"**

5 AMENDMENT NO. 11

6 On page 4, line 23, change "**that**" to "**who**"

7 AMENDMENT NO. 12

8 On page 5, line 2, change "**an**" to "**the**"

9 AMENDMENT NO. 13

10 On page 5, line 3, delete "**an**"

11 AMENDMENT NO. 14

12 On page 5, line 11, after "**employee**" and before "**to**" insert "**with covered limitations**"

13 AMENDMENT NO. 15

14 On page 5, line 15, after "**employee**" and before "**in**" insert "**with covered limitations**"

15 AMENDMENT NO. 16

16 On page 5, line 20, change "**for**" to "**based on**"

17 AMENDMENT NO. 17

18 On page 5, line 21, after "**conditions**" and before "**as**" insert a comma ",", and "**known to the**  
19 **employer,**"