

MAINE STATE LEGISLATURE

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3 OF 4

STATE OF MAINE
SENATE
108TH LEGISLATURE
FIRST REGULAR SESSION

COMMITTEE AMENDMENT "A" to S. P. 260, L.D. 821, Bill,
"AN ACT to Clarify Sex Discrimination in the Maine Human Rights
Act."

Amend the Bill by striking out everything after the enacting
clause and inserting in its place the following:

'Sec. 1. 5 MRSA §4553, sub-§9-A is enacted to read:

9-A. Sex. "Sex" includes, but is not limited to, pregnancy,
childbirth or related conditions.

Sec. 2. 5 MRSA §4572, sub-§1, ¶F is enacted to read:

F. For an employer or employment agency or labor organization
to fail to treat women affected by pregnancy, childbirth or
related/^{medical} conditions the same for all employment-related purposes,
including, but not limited to, receipt of benefits under
fringe benefit programs, as other persons not so affected
but similar in their ability or inability to work.'

Statement of Fact

The purpose of this amendment is to clarify the intent
of the law that it is unlawful sex discrimination to discriminate
against pregnant women. The amendment does not require that an
employer provide sick leave or a disability plan or other fringe
benefits, but only requires that where such benefits are
available, they are available equally to men and women.

Reported by the Committee on Human Resources.

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