

KENTUCKY GENERAL ASSEMBLY AMENDMENT FORM
2019 REGULAR SESSION
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Amend printed copy of **SB 18/SCS 1**

On page 1, line 17, after "person," insert the following: "*except for purposes of determining accommodations for an employee's own limitations related to her pregnancy, childbirth or related medical conditions, employer means a person who has fifteen (15) or more employees within the state in each of twenty (20) or more calendar weeks in the current or preceding calendar year and any agent of the person, and*"; and

On page 3, lines 3 to 16, delete subsection (6) in its entirety and insert in lieu thereof the following:

"(6) "Reasonable accommodation"

(a) Means making existing facilities used by employees readily accessible to and usable by individuals with disabilities, job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities; and

(b) *For an employee's own limitations related to her pregnancy, childbirth, or related medical conditions, may include more frequent or longer breaks, time off to recover from childbirth, acquisition or modification of equipment, appropriate seating, temporary transfer to a less strenuous or less hazardous position, job*

Amendment No. SFA 1

Rep. Sen. Whitney Westerfield

Committee Amendment _____

Signed: _____

Floor Amendment _____

LRC Drafter: Montgomery, Carla

Adopted: _____

Date: _____

Rejected: _____

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restructuring, light duty, modified work schedule, and private space that is not a bathroom for expressing breast milk;[.]"; and

On page 6, line 19, after "*employment;*", insert "*and*"; and

On page 6, line 21 to 22, delete the following: "*; and*

3. Within ten (10) days of notification of pregnancy by an employee".