

**S.B. 59**  
**ANTIDISCRIMINATION ACT REVISIONS**

Senator **Todd Weiler** proposes the following amendments:

1. *Page 11, Lines 319 through 324:*

319        (g) Subject to Subsection (7), an employer may not:  
320        (i) refuse to provide reasonable accommodations for an employee for the known  
321 limitations related to pregnancy, childbirth, breastfeeding, or related conditions:  
322        (A) if the employee requests ~~{the}~~ **a** reasonable accommodation; and  
323        (B) unless the employer demonstrates that the accommodation would create an undue  
324 hardship on the operations of the employer;

2. *Page 11, Lines 329 through 333:*

329        (iii) deny employment opportunities to an employee, if the denial is based on the need  
330 of the employer to make reasonable accommodations to the known limitations related to the  
331 pregnancy, childbirth, breastfeeding, or related conditions of ~~{a job applicant or}~~ **an** employee  
      unless  
332 the employer demonstrates that the accommodation would create an undue hardship on the  
333 operations of the employer.

3. *Page 14, Lines 413 through 417:*

413        (c) Notwithstanding Subsections (1)(g) and (7)(a), an employer may not require an  
414 employee to obtain a certification from the employee's health care provider, nor may an  
415 employer claim undue hardship, for the following accommodations **for the known limitations related to**  
      **pregnancy, childbirth, or related conditions** :  
416        (i) more frequent restroom, food, ~~{and}~~ **or** water breaks; or  
417        (ii) limits on lifting over 20 pounds.