

BILL ANALYSIS

Senate Research Center

S.B. 1421
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Intergovernmental Relations
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As Filed

DIGEST

Currently, local governments are not obligated to make a reasonable effort to re-assign pregnant employees if the employee becomes partially disabled and unable to perform her job duties due to pregnancy. This bill brings local governments into full compliance with the Americans with Disabilities Act by requiring cities and counties to make a reasonable effort to re-assign pregnant employees in certain instances.

PURPOSE

As proposed, S.B. 1421 requires cities and counties to make a reasonable effort to temporarily re-assign a pregnant employee under certain conditions.

RULEMAKING AUTHORITY

This bill does not grant any additional rulemaking authority to a state officer, institution, or agency.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Chapter 180, Local Government Code, by adding Section 180.004, as follows:

Sec. 180.004. ACCOMMODATION OF CERTAIN PREGNANT EMPLOYEES. Requires a municipality or county to make a reasonable effort to accommodate a municipal or county employee if a physician certifies that the employee is experiencing a certain impairment related to pregnancy. Requires a municipality or county to assign the employee to a temporary work assignment under certain conditions.

SECTION 2. Effective date: September 1, 1997.

SECTION 3. Emergency clause.