

By the Committees on Governmental Oversight and Accountability; and Commerce and Tourism; and Senators Thompson, Clemens, Soto, Sobel, Joyner, Abruzzo, Margolis, Ring, Gibson, Braynon, and Detert

585-03442-13

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1 A bill to be entitled
2 An act relating to discrimination; amending s. 760.10,
3 F.S.; prohibiting employment discrimination on the
4 basis of pregnancy, childbirth, or a related medical
5 condition; providing an exception for certain
6 benefits; providing an effective date.

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8 Be It Enacted by the Legislature of the State of Florida:

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10 Section 1. Paragraph (c) is added to subsection (1) of
11 section 760.10, Florida Statutes, to read:

12 760.10 Unlawful employment practices.—

13 (1) It is an unlawful employment practice for an employer:

14 (c) To discharge or to fail or refuse to hire an
15 individual, or otherwise to discriminate against an individual
16 with respect to compensation, terms, conditions, or privileges
17 of employment, because of or on the basis of pregnancy,
18 childbirth, or a related medical condition. A woman affected by
19 pregnancy, childbirth, or a related medical condition shall be
20 treated the same for all employment-related purposes, including
21 receipt of benefits under fringe benefit programs, as other
22 persons not so affected but similar in their ability or
23 inability to work. This paragraph does not require an employer
24 to pay health insurance benefits for abortion.

25 Section 2. This act shall take effect July 1, 2013.