

# HOUSE . . . . . No. 2053

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By Miss Travinski of Southbridge, petition of Marilyn L. Travinski and other members of the General Court for legislation to clarify the law relative to the granting of maternity leave for employees. Commerce and Labor.

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## The Commonwealth of Massachusetts

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In the Year One Thousand Nine Hundred and Ninety.

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### AN ACT RELATIVE TO EMPLOYMENT SECURITY.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Section 105D of chapter 149 of the General Laws, as the 1986  
2 Official Edition, is hereby amended by inserting at the end of the  
3 first paragraph the following sentence: — An employer shall not  
4 require a pregnant female employee to accept a position with less  
5 status, less pay, a shorter length of service credit or less seniority  
6 as long as said employee is qualified to perform the duties of her  
7 present position. The term qualified shall mean one who is capable  
8 of performing the essential functions of a particular job or who  
9 would be capable of performing the essential functions of a  
10 particular job with reasonable accommodation to her pregnancy.

