



State of Wisconsin

LEGISLATIVE REFERENCE BUREAU

1 EAST MAIN, SUITE 200
P. O. BOX 2037
MADISON, WI 53701-2037

LEGAL SECTION: (608) 266-3561
REFERENCE SECTION: (608) 266-0341
FAX: (608) 264-6948

STEPHEN R. MILLER
CHIEF

March 30, 2007

MEMORANDUM

To: Representative Cullen

From: Gordon M. Malaise, Sr. Legislative Attorney, (608) 266-9738

Subject: Technical Memorandum to **2007 AB 160** (LRB-1596/1)

We received the attached technical memorandum relating to your bill. This copy is for your information and your file.

If you wish to discuss this memorandum or the necessity of revising your bill or preparing an amendment, please contact me.

Memorandum

DATE: March 30, 2007
TO: Legislative Reference Bureau
FROM: LeAnna Ware, Director Civil Rights Bureau

The current language in this bill adds reasonable accommodation requirements for pregnant and breast-feeding women to Chapter 103 and specifies that complaints will be processed by the Equal Rights Division in the same manner as complaints under the Fair Employment Law (§ 111.31-111.395).

The Fair Employment Law includes language at § 111.36 (1) (c) that prohibits discriminating on the basis of pregnancy, childbirth or related medical conditions. Since this protection is already included in the Fair Employment Law, employers and employees would be better able to access the reasonable accommodation requirements related to pregnancy and breast-feeding if they were included in the same section of the law as the other pregnancy protections.