



COMMITTEE ON
**EDUCATION
& LABOR**
REPUBLICANS

**COMMITTEE
STATEMENT**

**Statement on the Republican Substitute to H.R. 1065
Rep. Russ Fulcher (R-NC), Republican Leader
Subcommittee on Civil Rights and Human Services
Markup of H.R. 7, H.R. 1065, and H.R. 1195
March 24, 2021**

(As prepared for delivery)

“Committee Republicans support protections in federal law for pregnant workers and believe employers should provide reasonable accommodations for pregnant workers.

I am supportive of the provisions contained in H.R. 1065 which were outlined by Rep. Fulcher.

I’m also appreciative of the negotiations that took place in 2019 to improve a previous version of the bill.

These modifications are included in the text of H.R. 1065.

However, there still remains an important, outstanding issue which needs to be resolved.

The bill should include a narrow but long-standing provision from the *Civil Rights Act* protecting religious organizations from being forced to make employment decisions that conflict with their faith.

This very limited provision is already in current law and it allows religious organizations to make religiously-based employment decisions.

By not including this long-standing *Civil Rights Act* provision, H.R. 1065 could create legal risk for religious organizations.

At least 16 states and the District of Columbia in their pregnancy-discrimination or pregnancy-accommodation laws also include a provision similar to the *Civil Rights Act* religious-organization protection.

By adding a simple reference in H.R. 1065 to the *Civil Rights Act*, we can harmonize the bill and current law and ensure that religious organizations receive the same protections they already have in the *Civil Rights Act*.

My amendment includes the text of H.R. 1065 in its entirety, with one important addition relating to religious-organization protections.

My amendment simply incorporates the *Civil Rights Act* religious-organization protection to ensure these organizations are not forced to violate their faith in making employment and accommodation decisions.

If my amendment is adopted, I would support H.R. 1065. I urge all of my colleagues to support it.”

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