

Amendment No. (for drafter's use only)

CHAMBER ACTION

Senate

House

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27

.
. .
.

Representative Kottkamp offered the following:

Amendment (with title amendment)

On page 4, line 5, through page 5, line 31
remove: all of said lines

and insert:

to permit otherwise. This paragraph does not require a state employer to pay for health insurance benefits for abortion, except where the life of the mother would be endangered if the fetus were carried to term, or except where medical complications have arisen from an abortion. However, this paragraph does not preclude an employer from providing abortion benefits or otherwise affect bargaining agreements in regard to abortion.

Section 4. Effective July 1, 2003, subsection (1) of section 110.233, Florida Statutes, is amended to read:

Amendment No. (for drafter's use only)

28 110.233 Political activities and unlawful acts
29 prohibited.--

30 (1)(a) No person shall be appointed to, demoted, or
31 dismissed from any position in the career service, or in any way
32 favored or discriminated against with respect to employment in
33 the career service, because of race, color, national origin,
34 sex, handicap, religious creed, or political opinion or
35 affiliation.

36 (b) As used in this subsection, the phrase "because of
37 sex" includes, but is not limited to, because of pregnancy,
38 childbirth, or related medical conditions. Women affected by
39 pregnancy, childbirth, or related medical conditions shall be
40 treated the same with respect to employment in the career
41 service, including receipt of benefits under fringe benefits
42 programs, as other persons not so affected but similar in their
43 ability or inability to work, and rules or practices of the
44 career service system of the state may not be interpreted to
45 permit otherwise.

46 Section 5. Effective July 1, 2003, subsection (1) of
47 section 112.042, Florida Statutes, is amended to read:

48 112.042 Discrimination in county and municipal employment;
49 relief.--

50 (1)(a) It is against the public policy of this state for
51 the governing body of any county or municipal agency, board,
52 commission, department, or office, solely because of the race,
53 color, national origin, sex, handicap, or religious creed of any
54 individual, to refuse to hire or employ, to bar, or to discharge
55 from employment such individuals or to otherwise discriminate
56 against such individuals with respect to compensation, hire,

Amendment No. (for drafter's use only)

57 tenure, terms, conditions, or privileges of employment, if the
58 individual is the most competent and able to perform the
59 services required.

60 (b) As used in this subsection, the phrase "because of
61 sex" includes, but it not limited to, because of pregnancy,
62 childbirth, or related medical conditions. Women affected by
63 pregnancy, childbirth, or related medical conditions shall be
64 treated the same for all employment-related purposes, including
65 receipt of benefits under fringe benefits programs, as other
66 persons not so affected but similar in their ability or
67 inability to work, and this paragraph may not be interpreted to
68 permit otherwise. This paragraph does not require an employer to
69 pay for health insurance benefits for abortion, except where the
70 life of the mother would be endangered if the fetus were carried
71 to term, or except where medical complications have arisen from
72 an abortion. However, this paragraph does not preclude an
73 employer from providing abortion benefits or otherwise affect
74 bargaining agreements in regard to abortion.

75 Section 6. Effective July 1, 2003, present subsection (10)
76 of section 760.10, Florida Statutes, is redesignated as
77 subsection (11) and a new subsection (10) is added to said
78 section to read:

79 760.10 Unlawful employment practices.--

80 (10) As used in this section, the terms "because of sex"
81 and "on the basis of sex" include, but are not limited to,
82 because or on the basis of pregnancy, childbirth, or related
83 medical conditions. Women affected by pregnancy, childbirth, or
84 related medical conditions shall be treated the same for all
85 employment-related purposes, including receipt of benefits under

277493

Amendment No. (for drafter's use only)

86 fringe benefits programs, as other persons not so affected but
 87 similar in their ability or inability to work, and this section
 88 may not be interpreted to permit otherwise. This paragraph does
 89 not require an employer to pay for health insurance benefits for
 90 abortion, except where the life of the mother would be
 91 endangered if the fetus were carried to term, or except where
 92 medical complications have arisen from an abortion. However,
 93 this paragraph does not preclude an employer from providing
 94 abortion benefits or otherwise affect bargaining agreements in
 95 regard to abortion.

96
 97 ===== T I T L E A M E N D M E N T =====

98 On page 1, between lines 26 and 27,
 99 insert: providing a limitation with respect to employer health
 100 insurance benefits;