Contents

Symposium: Respecting Expecting: The 30th Anniversary of the Pregnancy Discrimination Act

Introduction

Discrimination by Definition: The Historical and Legal Paths to the Pregnancy Discrimination Act of 1978 .......... Nicholas Pedriana 1

Symposium Articles


The PDA's Causation Effect: Observations of an Unreasonable Woman ............................................................ Michelle A. Travis 51

Reconstructive Feminism: Changing the Way We Talk About Gender and Work Thirty Years After the PDA ......................................................... Joan C. Williams 79

Pregnancy Discrimination and Social Change: Evolving Consciousness About a Worker's Right to Job-Protected, Paid Leave ...... Patricia A. Shiu and Stephanie M. Wildman 119

Giving and Taking Family Leaves: Right or Privilege? ........................................ Naomi Gerstel and Amy Armenia 161

The United States in Comparative Perspective: Maternity and Parental Leave and Child Care Benefits Trends in Liberal Welfare States......................... Linda A. White 185
Why a Union Voice Makes a Real Difference for Women Workers: Then and Now .......................... Judith A. Scott 233

Reviews

Who Says “I Do”? ........................................................................................................ Noa Ben-Asher 245

Which Came First, the Data or the Politics? Disentangling Questions About Women’s Aptitude for Science ......................... Carlin Meyer 261