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

Making Pregnancy Work:
Overcoming the Pregnancy Discrimination Act’s Capacity-Based Model .......... Joanna L. Grossman and Gillian L. Thomas 15

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