

ADVOCACY & ECONOMIC PROSPERITY

Pregnant Workers Fairness Act

A new federal law will affect how businesses treat pregnant workers nationwide. The Pregnant Workers Fairness Act will mandate that employers with at least 15 employees provide "reasonable accommodations" to workers who need them due to pregnancy, childbirth, or related medical conditions.

The Equal Employment Opportunity Commission, which is tasked with enforcing the law, still needs to publish the list of the types of accommodations that will be required under the law. But examples could include more flexible hours, the option to sit in jobs that require long periods of standing, a parking spot closer to the workplace, access to uniforms and safety apparel that fit a pregnant person's changing body and excusal from heavy lifting or working around chemicals that could be dangerous during pregnancy. The commission is required to publish guidance for employers by the end of the year, including a list of examples of reasonable accommodations.

Under the new law, employers can opt out of providing accommodations to pregnant workers if they show that doing so will present an undue hardship on their business operations.

How do you feel this will impact small businesses in Volusia County?

More details will be released by the end of the year on the guidelines for employers' accommodations. To read the bill, [Pregnant Workers Fairness Act](#).