

Pregnant Workers Fairness Act Sample Policy

Under the Massachusetts Pregnant Workers Fairness Act (PWFA), M.C.L. c. 151B, § 4(1E), the Company will provide reasonable accommodation for an employee's pregnancy, or any condition related to the employee's pregnancy, including, but not limited to, lactation or the need to express breast milk for a nursing child. This law provides for accommodations for pregnant employees, even if the employee is not experiencing a pregnancy-related disability. The law provides that reasonable accommodations include, but are not limited to:

- More frequent or longer paid or unpaid breaks;
- Time off to attend to a pregnancy complication or recover from childbirth, with or without pay;
- Acquisition or modification of equipment or seating;
- A temporary transfer to a less strenuous or hazardous position, including light duty;
- Job restructuring;
- Private non-bathroom space for expressing breast milk;
- Assistance with manual labor; and
- Modification of work schedule.

Requests for accommodation should be directed to Human Resources, at which time the Company will engage in an interactive process with the pregnant employee to determine a proper accommodation. The accommodation will be provided unless it creates an undue hardship. The Company will not take a retaliatory action against an employee who requests or receives an accommodation under this law. Under the PWFA, employees have the right to be free from discrimination in relation to pregnancy or a condition related to the employee's pregnancy, including but not limited to lactation or the need to express breast milk for a nursing child, as well as rights to reasonable accommodations as identified above, and a right not to be retaliated against for exercising their rights under the PWFA.