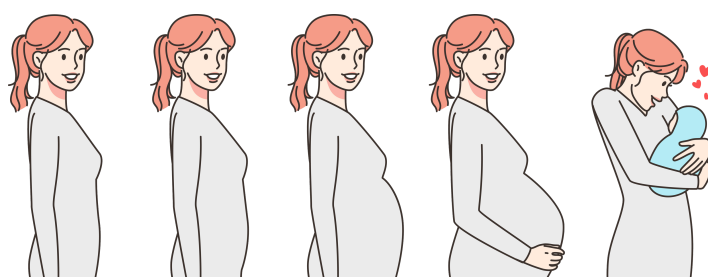


DECODING THE PREGNANT WORKERS FAIRNESS ACT (PWFA)

Understanding Your Role in Supporting Your Pregnant Workforce

Whether you're an employer navigating compliance requirements or an HR professional



this act ensures that pregnant employees are treated fairly by offering reasonable accommodations as needed.

What is PWFA?

A federal law that requires covered employers to provide “reasonable accommodations” to a qualified worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.”



Example Accommodations for Pregnant Workers

AT EMPLOYER'S WORKSITE



A private place to pump breast milk.



A chair or stool to sit on while working.

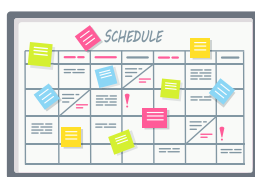


Breaks to eat and drink.

WORK-FROM-HOME



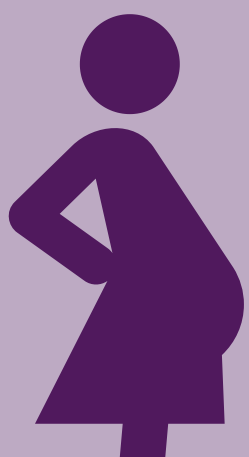
The ability to telework full or part-time.



Flexible hours or time off for appointments.



Mobility and rest requirements.



IN NEED OF ADDITIONAL OPTIONS? TRANSITION2WORK® CAN HELP!

Leveraging our network of over 48,000 nonprofit partners to provide flexible and meaningful options available at your worksite, work-from-home, or at a local nonprofit.

TRANSITION2WORK®

by *ReEmployAbility*

With over 20 years of experience in finding modified and light-duty accommodations for injured workers, we are uniquely positioned to assist employers in navigating the PWFA, in compliance with the ADA.