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MEMORANDUM

To: Mayor and City Council Members

From: Tanya Osborne, Human Resources Director

Re: Proposed Administrative Policy #25-Pregnant Workers Fairness Act (PWFA)

Date: March 6, 2025

In the last half of 2024, the EEOC issued final regulations for the Pregnant Workers Fairness Act (PWFA). The PWFA applies to private employers and public sector employers that have 15 or more employees and is in addition to the protections covered by Title VII, ADA, and FMLA. The PWFA applies only to a covered individual's right to "reasonable accommodations".

The PWFA requires a covered employer to provide a "reasonable accommodation" to a qualified employee's or applicant's known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship". The proposed policy outlines the steps the pregnant employee and the City will follow to identify "reasonable accommodations".

Attached for your review is Administrative Policy #25 Pregnant Workers Fairness Act. This policy has been vetted through the NCLM.

At this time, I would ask for City Council's consideration of the following:

Approval of the proposed Administrative Policy #25 Pregnant Workers Fairness Act (PWFA)

Attachments: Proposed Administrative Policy #25 Pregnant Workers Fairness Act (PWFA)