



AGENDA ACTION FORM

Consideration of a Resolution to Amend Leave for Adoption, Pregnancy, Childbirth, and Infant Nursing Policy #12

To: Board of Mayor and Aldermen
From: Chris McCartt, City Manager *CM*

Action Form No.: AF-29-2024
Work Session: February 5, 2024
First Reading: N/A
Final Adoption: February 6, 2024
Staff Work By: Tyra Copas
Presentation By: Tyra Copas

Recommendation:

Approve the Resolution to Amend the Leave for Adoption, Pregnancy, Childbirth, and Infant Nursing Policy #12.

Executive Summary:

In July 2023 the State of Tennessee passed the Tennessee Pregnant Workers Fairness Act (TPWFA), which requires employers with 15 or more employees to provide reasonable accommodations for medical needs related to pregnancy, childbirth, or other similar medical conditions. The Act applies to applicants and employees, and an employer must provide reasonable accommodations unless such accommodations would create an undue hardship on the employer.

The proposed policy amends the existing Leave for Adoption, Pregnancy, Childbirth, and Infant Nursing Policy by adding two additional sections related to accommodations in the Tennessee Pregnant Workers Fairness Act.

Summary of Changes:

- Update the title of the policy by removing “Leave for” as the updates address both leave and accommodations.
- Addition of a section related to break time as outlined by TPWFA
- Addition of a section related to private space as outlined by TPWFA

Attachments:

1. Resolution
2. Adoption, Pregnancy, Childbirth, and Infant Nursing Policy #12– Draft

	Y	N	O
Cooper	—	—	—
Duncan	—	—	—
George	—	—	—
Montgomery	—	—	—
Olterman	—	—	—
Phillips	—	—	—
Shull	—	—	—