



Finance Agenda Item

Meeting Date: October 22, 2024

Agenda Item: Reasonable Accommodations for Pregnant Workers Policy

Staff Contact (name, email, phone): Kristina Letson, kletson@whitewater-wi.gov, 262-458-2142

BACKGROUND

(Enter the who, what when, where, why)

1. The Pregnant Workers Fairness Act (PWFA) is a federal law that requires an employer to provide reasonable accommodations to a qualified employee with known limitations related to pregnancy, childbirth, or related medical conditions. This policy ensures the City of Whitewater meets federal obligations under the PWFA, reducing the risk of legal penalties.
2. The PWFA went into effect on June 27, 2023. On April 15, 2024, the Equal Employment Opportunity Commission issued its final regulations which went into effect on June 18, 2024.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

1. N/A

FINANCIAL IMPACT

(If none, state N/A)

N/A

STAFF RECOMMENDATION

Staff is requesting a recommendation for Common Council approval of the Reasonable Accommodations for Pregnant Workers Policy and its inclusion in the Employee Handbook. The City Attorney has reviewed the policy with no recommended changes.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. Reasonable Accommodations for Pregnant Workers Policy