



Common Council Agenda Item

Meeting Date:	November 7, 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.
3. CVMIC provided a sample policy for the City to use as a reference.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

1. On October 22, 2024, the Finance Committee recommended approval of the Reasonable Accommodations for Pregnant Workers Policy and subsequent inclusion in the Employee Handbook.

FINANCIAL IMPACT

(If none, state N/A)

N/A

STAFF RECOMMENDATION

Staff recommends approval of the policy and its inclusion in the Employee Handbook. The City Attorney reviewed the policy with no recommended changes.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. Reasonable Accommodations for Pregnant Workers Policy