

**Getting Help at Work:
The Employee's Guide to Pregnancy Accommodations**
March 31, 2015

Overview of topics

- Working while pregnant
- How to request help from your employer
- What to do if your employer says no
- When you can get help (federal and state)
- What types of help you can get (federal and state)
- Tips for easier working while pregnant

Speakers



Cynthia Thomas Calvert, a nationally-recognized expert in family responsibilities discrimination law, is a Senior Advisor to the [Center for WorkLife Law](#) and president of [Workforce 21C](#). She is an employment lawyer, and a co-author of the legal treatise FAMILY RESPONSIBILITIES DISCRIMINATION (Bloomberg BNA Books 2014) and books about flexible work.



Dina Bakst is co-founder and co-president of [A Better Balance](#), a national legal advocacy organization dedicated to advancing fair and family-friendly laws and workplace policies. She is also a co-author of BABYGATE: WHAT YOU REALLY NEED TO KNOW ABOUT PREGNANCY AND PARENTING IN THE AMERICAN WORKPLACE.

Resources

WorkLife Law, www.worklifelaw.org

A Better Balance, <http://www.abetterbalance.org/web/>

Hotlines

WorkLife Law Hotline: hotline@worklifelaw.org or (415) 703-8276. A free national hotline that will provide information about family responsibilities discrimination issues, including pregnancy, maternity, and parental status. The hotline will also provide the names of lawyers in your state who are willing to be contacted about FRD matters.

Families @ Work Legal Clinic Hotline: 212.430.5982. A Better Balance is a not-for-profit legal center that works with New Yorkers who are facing unfair treatment at work because they are pregnant or have family care responsibilities. All of our services are completely free.

Information

The EEOC's Enforcement Guidance on Pregnancy Discrimination and Related Issues:

http://www.eeoc.gov/laws/guidance/pregnancy_guidance.cfm

EEOC, Facts about Pregnancy Discrimination: <http://www.eeoc.gov/facts/fs-preg.html>

Department of Labor, Employment Protections for Workers Who Are Pregnant or Nursing (map and state-specific information): <http://www.dol.gov/wb/maps/>

A Better Balance, State and Local Laws Protecting Pregnant Workers:

<http://www.abetterbalance.org/web/ourissues/fairness-for-pregnant-workers/310>

Women's Rights Project, ACLU: Map of states' laws: <https://www.aclu.org/maps/delivering-fairness-ending-discrimination-against-pregnant-women-and-moms-work>

Women's Rights Project, ACLU: Pregnancy and parenting discrimination:

<https://www.aclu.org/pregnancy-and-parenting-discrimination>

Women's Rights Project, ACLU: Federal pregnancy law: <https://www.aclu.org/reproductive-freedom-womens-rights/what-you-need-know-about-federal-law-pregnant-post-partum>

Women's Rights Project, ACLU: Know your rights about breastfeeding:

<https://www.aclu.org/reproductive-freedom-womens-rights/know-your-rights-pregnant-post-partum-breastfeeding-workers>

National Women's Law Center: Pregnancy, Parenting, and the Workplace: <http://www.nwlc.org/our-issues/employment/pregnancy%2C-parenting%2C-and-the-workplace>

Ask JAN (Job Accommodation Network), Accommodation Ideas for Pregnancy:

<https://askjan.org/soar/other/preg.html>

National Partnership for Women and Families, Reasonable Accommodations for Pregnant Workers:
State and Local Laws: <http://www.nationalpartnership.org/research-library/workplace-fairness/pregnancy-discrimination/reasonable-accommodations-for-pregnant-workers-state-laws.pdf>

State and Local Specific Information and Fact Sheets

CA: <http://www.dfeh.ca.gov/res/docs/Publications/NOTICE%20A.pdf> ;
<http://www.dfeh.ca.gov/res/docs/Publications/NOTICE%20B.pdf> ;
<http://www.dfeh.ca.gov/res/docs/Publications/Brochures/2015/DFEH-186.pdf>

DC: <http://www.workforce21c.com/dcs-protecting-pregnant-workers-fairness-act/>

IL: http://www2.illinois.gov/dhr/Publications/Documents/Pregnancy_Posting-IgI-ENG14.pdf

MD: http://mccr.maryland.gov/cgi-script/csNews/news_upload/Publications_2edb.Pregnancy%20Disability%20-%20Employment%20%28Poster%20Color%29.pdf

MN: http://www.dli.mn.gov/ls/Pdf/pregnancy_nursing.pdf

NJ: http://www.nj.gov/oag/dcr/downloads/fact_preg.pdf

New York City: <http://www.abetterbalance.org/web/ourissues/fairnessworkplace/286-nycpwfa> ;
<http://www.legalmomentum.org/sites/default/files/reports/NYC%20PWFA%20Fact%20Sheet%20012814%20FINAL%20%282%29.pdf>

WV: <http://www.wvemploymentlawblog.com/2014/05/the-pregnant-workers-fairness-act-west.html>