

KNOW YOUR RIGHTS:

New York City Pregnant Workers Fairness Act

1 | What does the Pregnant Workers Fairness Act (PWFA) do?

The PWFA protects pregnant women and mothers who have recently given birth from workplace discrimination. Employers have to allow pregnant employees to make changes to their work duties or schedule so they can stay healthy and satisfy the “essential requisites” of their job (e.g., help with heavy lifting, time off for pregnancy-related absences, occasional breaks to rest or drink water, etc.). These changes are called “reasonable accommodations.”

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2 | Am I covered?

If you are pregnant, recovering from childbirth, nursing, or have a related medical condition and work for an employer in New York City (Manhattan, the Bronx, Brooklyn, Staten Island, or Queens) who has at least 4 employees, then you are covered.

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3 | What are my rights?

You are entitled to a reasonable accommodation at work as long as it does not cause an “undue hardship” for your employer. A reasonable accommodation could include temporary transfer to a less physically demanding position or a modified work schedule.

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4 | Do I have to be disabled to get an accommodation?

No. Even women with healthy pregnancies can get a reasonable accommodation if they need one, such as light duty to prevent injury.

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5 | What should I do if my employer refuses to grant me a reasonable accommodation or punishes me for being pregnant or for asking for an accommodation?

Call our Families @ Work Legal Clinic Hotline for help and advice at 212.430.5982. ABB 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.



NEED HELP?

Call our **Families @ Work Legal Clinic Hotline** at **212.430.5982** to speak with an attorney about your rights concerning pregnancy and family care.

a better balance

the work and family legal center

212.430.5982

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