



### PWFA

### ADA

### FMLA

#### GENERAL PURPOSE OF LAW?

As an expansion of the ADA, the PWFA requires employers to provide reasonable accommodations for known limitations due to pregnancy, childbirth or related medical conditions.

Prohibits discrimination against individuals with disabilities, and requires employers to provide reasonable accommodations for disabilities.

Pregnancy is not considered a disability, but some related medical conditions may be considered disabilities under the act.

Provides workers with job-protected leave, which may include pregnancy and childbirth for certain employees.

#### WHO IS ELIGIBLE?

A pregnant worker can be eligible regardless of their length of service or hours worked.

Individuals with a qualifying disability which may include pregnancy-related conditions.

Employees who have worked for at least 12 months and at least 1,250 hours during the previous 12 months at a location within a 75-mile radius of where at least 50 employees work.

#### HOW IS PREGNANCY COVERED?

Provides reasonable accommodations for pregnant workers and applicants during pregnancy and after childbirth.

Provides reasonable accommodations for workers who develop pregnancy-related impairments (such as anemia, cervical insufficiency or gestational diabetes), that can be considered disabilities under the ADA.

Provides job-protected leave related to pregnancy and the birth of a child.

#### HOW MUCH LEAVE IS REQUIRED?

There is no set amount. The amount of leave granted depends on the job and must be determined on an individual basis. Employers must grant leave as a form of reasonable accommodation unless doing so would cause them undue hardship.

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Provides workers with up to twelve weeks of unpaid leave for pregnancy-related illness, recovery from childbirth, and other pregnancy-related incapacity.

#### REASONABLE ACCOMMODATION?

Obligates employers to provide reasonable accommodations unless doing so imposes undue hardship.

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Provides workers with job-protected leave, even if this would impose undue hardship. Does not address other requests for accommodation.

#### WHO ARE COVERED EMPLOYERS?

Applies to employers with 15+ employees, including labor organizations and state and local governments.

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Applies to employers with 50+ employees who work within a 75-mile radius over the course of at least 20 work weeks per year.

#### Compliance Points

#### PWFA

#### ADA

#### FMLA

Applies to Companies with 15-49 Employees



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Provides Protection to New Hires and Applicants



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May Require a Job-Protected Leave of Absence for Childbirth and Other Pregnancy Related Conditions



Requires a Reasonable Accommodation for Pregnancy Related Limitations



Sometimes

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Requires the Interactive Process to Determine Reasonable Accommodations



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