



Dear OB Patients,

We hope this letter finds you well. As part of our commitment to supporting your health and well-being throughout your pregnancy, we want to make you aware of the Pregnant Workers Fairness Act (PWFA), a new federal law that went into effect in June 2023. This legislation provides important protection for pregnant workers and ensures they receive reasonable accommodations in the workplace.

### **Understanding the Pregnant Workers Fairness Act (PWFA)**

The PWFA requires employers to provide reasonable accommodations to workers who are limited by pregnancy, childbirth, or related medical conditions, as long as the accommodation does not impose an undue hardship on the employer. Reasonable accommodations can vary depending on the nature of the job and the specific needs of the individual, but they may include:

- **More frequent breaks** for bathroom, hydration, or rest.
- **Modified work schedules** or a temporary reduction in hours.
- **The ability to sit instead of stand** during work hours.
- **Light duty or temporary job reassignment** if lifting or strenuous activity is part of the job.
- **Time off for prenatal or postnatal appointments** or to recover from childbirth.
- **Changes to equipment or workspaces** to accommodate physical needs.
- **Telework**

If you are experiencing any limitations related to your pregnancy or postpartum recovery, it's important to communicate these to your employer. Under the PWFA, employers are required to engage in an interactive process with you to determine what accommodation is necessary.

### **How PWFA Differs from the Family and Medical Leave Act (FMLA)**

While both the PWFA and the Family and Medical Leave Act (FMLA) provide protection for workers, they serve different purposes:

- **FMLA:** This law allows eligible employees to take up to 12 weeks of unpaid leave for specific family or medical reasons, including pregnancy, childbirth, or bonding with a new child. FMLA leave is typically used when you need to take time away from work completely, such as for recovery after childbirth. It guarantees job protection but does not mandate employers providing accommodation during pregnancy.
- **PWFA:** Unlike FMLA, the PWFA focuses on **providing accommodations** while you are still working, so you can continue to perform your job duties with adjustments that make it safe and manageable. The goal is to help pregnant workers remain in the workforce by addressing their specific needs through reasonable modifications.

**Next Steps**

If you believe you need an accommodation due to your pregnancy or postpartum condition, we encourage you to have a conversation with your employer. You may also consult with us at the office for additional documentation or guidance related to your medical needs.

We are here to support you throughout this exciting and sometimes challenging time.

Wishing you a healthy and smooth pregnancy,

Sincerely,

Adriatica Women's Health