

CLIENT ALERT: DOES THE SUPREME COURT'S RECENT DECISION INTERPRETING THE FEDERAL PREGNANCY DISCRIMINATION ACT REQUIRE EMPLOYERS TO CHANGE THEIR EMPLOYMENT PRACTICES?

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The law has been in flux regarding the obligation of an employer has to offer the same accommodations for pregnancy that are available to other workers with medical restrictions. If company policy affords light duty to a worker injured "on the job," for example, must light duty also be available to a worker whose pregnancy imposes similar physical limitations? Or, if a worker receives an ADA accommodation, must the same accommodation be available to a non-disabled but pregnant employee? Read more