

# Savio in the Know...

*Yes, we are back and better than ever. Our friendly and helpful team includes:*

**November 2023**

*Jim Martin- Senior Director*

*Tammy Brown-Director HR Services*

*Kelly Gong-HR/UI Generalist*

*Valerie Bain-HR/UI Generalist*

*Amanda Valentine UI Claims Coordinator*

---

## Topic of the Month

---

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

This piece of legislation is designed to fill the gaps not addressed by the Pregnancy Discrimination Act, Americans with Disabilities Act and FMLA. The Pregnant Workers Fairness Act went into effect June 27, 2023. This act offers protections to pregnant persons with regards to getting reasonable accommodations due to pregnancy-not just for those accommodations that are needed as a result of pregnancy related complications. The Pregnant Workers Fairness Act also allows a pregnant job seeker the protection of not being rejected for requesting reasonable accommodation due to their pregnancy. What this means is if you have an applicant who requests a stool to sit on during the day for a position that requires long periods of standing, they cannot be disqualified from the job due to this request as long as it is reasonable. You, the employer, are now required to provide reasonable accommodations for those individuals who are pregnant, or lactating. Under this Act a pregnant person is no longer required to identify another employee who was given accommodation in order to request one.

Have questions or concerns regarding this article or any other HR issue give us a call or email we are here to help.  
[HR@saviosmart.com](mailto:HR@saviosmart.com) or 601-368-3302.