

## **Item Cover Page**

### **CITY COUNCIL MEETING AGENDA ITEM REPORT**

**DATE:** September 25, 2024

**SUBMITTED BY:** Corey Fortin, City Administration

**ITEM TYPE:** Resolution

**AGENDA SECTION:** CONSENT AGENDA

**SUBJECT:** Resolution 24-82 - Pregnant Workers Fairness Act Policy

**SUGGESTED ACTION:** Approve and adopt Resolution 24-82 Pregnant Workers Fairness Act Policy.

**Is this item Quasi-Judicial?**

No

**Does this item require a public hearing?**

No

**EXPLANATION:**

On June 27, 2023, the Pregnant Workers Fairness Act ("the PWFA") went into effect. Under the PWFA all private employers and public employers with 15 or more employees are "covered employers" and subject to the Act. The PWFA requires covered employers to provide reasonable accommodations to employees and applicants with known limitations who have a pregnancy related condition including, but not limited to, pregnancy, childbirth, and lactation, unless the accommodation will cause an undue hardship to the City's operations.

This policy establishes the guidelines that the City must follow to ensure the City's compliance with the PWFA.

**FINANCIAL IMPACT:**

N/A

**ATTORNEY REVIEW/RECOMMENDATION:**

Approved

**SUGGESTED MOTION:**

Motion to approve and adopt Resolution 24-82.

**ATTACHMENTS:**

[Resolution 24-82](#)