



**Office of  
Representative Hannah E. Kane  
Commonwealth of Massachusetts**

*For Immediate Release*

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**Rep. Kane supports Pregnant Workers Fairness Act**

**BOSTON** – Expectant and nursing mothers will be protected from job discrimination and provided with access to reasonable workplace accommodations, under legislation supported by State Representative Hannah Kane, R-Shrewsbury.

House Bill 3680, An Act establishing the Massachusetts Pregnant Workers Fairness Act, was approved unanimously today by the House of Representatives on a vote of 150-0. The bill requires businesses in Massachusetts to offer accommodations to workers who are pregnant or nursing, provided they do not impose an undue hardship on the employer.

“Discrimination has no place in the workplace,” said Representative Kane. “If an employee requests a revised schedule or modifications to their work environment due to a pregnancy, they should be able to do so without fear of losing their job. I’m proud to support this effort to protect the rights of pregnant workers in Massachusetts.”

The Pregnant Workers Fairness Act prohibits employers from denying reasonable accommodations during an employee’s pregnancy or retaliating against an employee for requesting such an accommodation. It also bars employers from discriminating against pregnant workers when hiring or promoting, and prohibits employers from requiring an employee to take a leave of absence because of their pregnancy.

The bill defines “reasonable accommodations” as including equipment or seating modifications; offering private non-bathroom space for nursing mothers to express breast milk; providing more frequent or longer breaks, whether paid or unpaid; and allowing for time off to recover from childbirth, with or without pay. Other examples of reasonable accommodations include temporarily transferring a pregnant worker to a less strenuous or hazardous position; giving them a modified work schedule; or assigning them to light duty. For certain requests, an employer may require documentation from a doctor or other medical professional explaining the need for the accommodation.

Employers will be required to notify current employees of their rights under the Pregnant Workers Fairness Act, through a handbook or other means, by January 1, 2018. New employees will receive this information at the time of their hiring, while employees who become pregnant will be given this information within 10 days of notifying their employer.

The bill now moves to the Senate for further action.

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