



Mary Callery  
*Human Relations Director*

MEMORANDUM

TO: Eileen M. Donoghue, City Manager

FROM: Mary Callery, Human Relations Director

DATE: September 6, 2019

SUBJECT: Motion C. Conway-Req. City Mgr. Work with appropriate department to develop a report that will explain how the City Complies with and Implements The Federal and State Law, "US Lacation Room Law."

---

The Pregnant Workers Fairness Act ("the Act") amends the current statute prohibiting discrimination in employment, G.L. c. 151B, §4, enforced by the Massachusetts Commission against Discrimination (MCAD). This Law became effective April 1, 2018.

This policy is in place to provide notice to all employees of the right to be free from discrimination due to pregnancy or a condition related to pregnancy, including the right to reasonable accommodations for conditions related to pregnancy. This policy directs employees to the new law relative to Pregnant Workers.

The Pregnant Workers Fairness Act makes it unlawful for an employer in Massachusetts to discriminate against an employee due to pregnancy or a condition related to pregnancy including, but not limited to, lactation or the need to express breast milk for a nursing child. The law updates MGL Chapter 7 57 B, the Massachusetts anti-discrimination law to include these new provisions.

The Act, effective on April 1, 2018, expressly prohibits employment discrimination on the basis of pregnancy and pregnancy-related conditions, such as lactation or the need to express breast milk for a nursing child. It also describes employers' obligations to employees that are pregnant or lactating and the protections these employees are entitled to receive. Generally, employers may not treat employees or job applicants less favorably than other employees based on pregnancy or pregnancy-related conditions and have an obligation to accommodate pregnant workers.

The Human Relations Director, assisted by department heads, is responsible for enforcing this policy. Upon request for an accommodation, the employee may contact the Human Relations Office or their department head in order to determine a reasonable accommodation such as the need to express breast milk for nursing a child.

The City has accommodations in each building for their employees. Most employees will use their own offices. In the event they do not have office space, or space with in their buildings, a designated room is located in City Hall.