

FEDERAL PROTECTIONS YOU SHOULD KNOW IF YOU'RE A CAREGIVER



FAMILY AND MEDICAL LEAVE ACT (FMLA)

FMLA provides 12 weeks of job-protected unpaid leave for qualifying family & medical reasons, including serious medical conditions or caring for a new baby or a family member, & requires continuation of health benefits. Employees must be restored to the same or an identical position when they return.

For more information, visit:

<https://www.dol.gov/agencies/whd/fmla/employee-guide>



PREGNANT WORKERS FAIRNESS ACT (PWFA)

PWFA requires an employer to provide reasonable accommodations to a qualified employee's or applicant's known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions. Pregnancy is not considered a disability, although some impairments caused by pregnancy may be, which would be covered under the ADA.

For more information, visit:

<https://www.eeoc.gov/pregnancy-discrimination>

PUMP ACT

The PUMP Act amends the Fair Labor Standards Act to require employers to provide covered nursing workers reasonable break time & a private space (not a bathroom) to pump breast milk for one year after the baby's birth.

For more information, visit:

<https://www.dol.gov/agencies/whd/pump-at-work>

OTHER PROTECTIONS

Fair Labor Standards Act (FLSA):
Establishes standards around pay, recordkeeping, child labor, and other workplace provisions.

Title VII of the Civil Rights Act:
Protects against discrimination on the basis of sex, including pregnancy discrimination

Americans with Disabilities Act (ADA):
Protects workers from discrimination based on disability and requires covered employers to provide reasonable accommodations.