



# What Employers Need to Know About the Kentucky Pregnant Workers Act

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The Kentucky Pregnant Workers Act (PWA) was signed into law in 2019 and took effect on June 27<sup>th</sup> of that same year. In an article published in the Winter 2019 issue of *The Goods*, **Katherine Garbarino** explained that the law requires covered employers to provide reasonable accommodations to pregnant workers who have limitations related to pregnancy, childbirth or related medical conditions, unless doing so would impose an undue hardship. She goes on to give examples of “reasonable accommodations” as well as considerations for what may qualify as an “undue hardship.” She cautions that the PWA provides fertile ground for employer liability and she recommends that employers seek assistance of experienced legal counsel when (if not before) they encounter their first issues related to the new law.

To read the article, visit page 32 of the Winter 2019 issue of [\*The Goods\*](#).

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