



## News

### Andrew Gordon Discusses in SHRM Proposed New Pregnant Workers Fairness Act Regulations

January 10, 2024

Andrew Gordon was featured in the *Society for Human Resource Management (SHRM)*, discussing the United States Equal Employment Opportunity Commission's (EEOC) plan to finalize new Pregnant Workers Fairness Act (PWFA) regulations.

The PWFA mandates that employers must make reasonable accommodations to support workers who experience limitations due to pregnancy, childbirth, or related medical conditions. However, these accommodations are not required if they would cause undue hardship for the company.

Gordon comments:

“The PWFA is seen by many as a key piece of legislation that many in Congress, and the White House, will likely tout as an accomplishment on the campaign trail in 2024—increasing the need for the EEOC to finalize its regulations.”

[Read the full article](#) (*subscription required after viewing three free articles*).

“[The EEOC Is Finalizing Priorities for 2024](#)” was published by *SHRM* on December 29, 2023.

#### Related Content

- [Employment Law Observer: “EEOC Announces Proposed Regulations to Enforce the Pregnancy Workers Fairness Act”](#)

#### Attorneys

Andrew M. Gordon

#### Service Areas

Employee Benefits

Labor & Employment