

Stinson's Alisa Ehrlich Analyzes EEOC's Final Rule on Pregnant Workers Fairness Act in *New York Law Journal*

In the News
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Stinson LLP Partner [Alisa Nickel Ehrlich](#) authored an article for the *New York Law Journal*, "EEOC Guidance Offers Broad Interpretation of Pregnant Worker Protections," discussing the impact of the Equal Employment Opportunity Commission's (EEOC) final rule interpreting the Pregnant Workers Fairness Act (PWFA) and examining the new law's implications for employers and employees.

Ehrlich offers insights into the requirements in the new law, including the scope of covered conditions, reasonable accommodations, and the process for requesting and granting them. She underscores the importance of employers understanding their compliance obligations under the PWFA to avoid potential legal challenges, including updating reasonable accommodation policies and handbooks to include PWFA protections for employees; creating or updating processes for requesting accommodations under the PWFA and providing an expeditious response to requests; and training human resources teams, managers and supervisors on the new requirements.

"The PWFA and EEOC's final rule have faced challenges in some states. Because the EEOC only began accepting charges under the law in June 2023, many charges are still pending in the administrative process, although additional PWFA litigation is expected in the near future," Ehrlich said.

Ehrlich advises businesses on a wide range of employment law issues, including risk mitigation, policy creation and litigation. Her experience spans the gamut of employee laws, and she serves clients across various industries, including higher education, hospitality, energy and transportation, manufacturing and distribution, health care and banking.

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