Must Employers Provide Accommodations for Pregnant Employees?

In light of the U.S. Supreme Court's ruling in *Young v. United Parcel Service, Inc.*, 575 U.S. — (Mar. 25, 2015), employers have a little more clarity on whether they must make accommodations for a pregnant worker.

Burr & Forman lawyers Kathryn Willis and Matthew Scully, writing in a paper published on the firm's website, said the plaintiff alleged that if UPS made accommodations for other workers it should have made accommodations for her.

"Both the district court and the United States Court of Appeals for the Fourth Circuit found in favor of UPS, concluding that UPS's policy was "pregnancy-blind" and that Young was different from the employees UPS was accommodating (those injured on-the-job, lacking certifications, or "disabled" under the ADA), but the Supreme Court disagreed, vacating the Fourth Circuit's decision and remanding for further consideration," they wrote.

Read the white paper.