



the work and family legal center

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## Know Your Rights: Kentucky Pregnant Workers Act

As of June 27, 2019, if you are working while pregnant, recovering from childbirth, or need to express milk at work, you don't have to choose between your health and your job. Kentucky law now gives you an explicit right to reasonable pregnancy accommodations at work, so you can stay healthy and safe while continuing to earn a paycheck to support your family.

### What does the Kentucky Pregnant Workers Act (KY PWA) do?

- The KY PWA protects pregnant employees and those who have recently given birth from discrimination in the workplace. Employers must allow employees with limitations related to pregnancy, childbirth, or a related medical condition to make changes to their work duties or schedule so they can stay healthy and on the job.
- These changes are called “reasonable accommodations” and may include light duty or limits on heavy lifting, breaks to drink water or rest, a private space that is not a bathroom to express breast milk, and others.

### Am I covered?

- If you are pregnant, recovering from childbirth, nursing, or have a related medical condition, and you work for a Kentucky employer that has 15 or more employees, then you are covered.

### What are my rights?

- You are entitled to reasonable accommodations when you request them, as long as the accommodations would not impose an “undue hardship” on your employer, meaning they would be very difficult or expensive to provide.
- Reasonable accommodations could include temporary transfer to a less physically demanding or less hazardous position, more frequent or longer breaks, job restructuring, light duty, a modified work schedule, and private, non-bathroom space to express breast milk, among other things.
- Your employer cannot force you to take leave from work if a reasonable accommodation can be provided to keep you healthy and on the job.
- Your employer must work together with you in an interactive process to figure out the right accommodations to meet your needs.

### Do I have to be disabled to get an accommodation?

- No. Even an employee with a healthy pregnancy can receive a reasonable accommodation if needed, such as light duty or access to a water bottle to prevent health problems before they begin.

### Need help or have questions?

Call A Better Balance's free, confidential legal helpline at **1-833-NEED-ABB (1-833-633-3222)** to speak with an attorney about your workplace rights around pregnancy and family care, or contact the Kentucky Commission on Human Rights.