



MARYLAND'S ACCOMMODATIONS FOR PREGNANT WORKERS TO TAKE EFFECT OCTOBER 1

The Reasonable Accommodations for Pregnant Workers Act will take effect on October 1 in Maryland. This law requires the same sorts of accommodations which are provided to disabled employees for pregnant women. It will require all businesses of at least 15 or more employees to cover pregnant women in the same way that temporary disabilities are covered under the American Disabilities Act. They will be required to provide a less strenuous or less dangerous position. They may be required to allow changes to work hours, working location, or provide various types of disability aid devices. If they cannot provide accommodations, they will be required to offer leave for the duration of the pregnancy or disability related to the pregnancy. There are, however, restrictions on this requirement. The employer can't be required to fill another position if the pregnant woman requests to be transferred from would necessitate it. If the transfer would require an otherwise unnecessary layoff or a promotion of an unqualified worker, the mandate will also be void. Employers are also allowed to request that a pregnant woman get certification from her doctor that she is experiencing disabilities or medical issues due to either adverse side effects or natural issues which go along with pregnancy. Employers have recourse if they normally do not face issues with disabled workers, but ones with a sound plan for ADA claims should have no issue extending them to pregnancies. For more details on the article [Click Here](#) Want to see which jobs are available near you? [Click here](#) to see.

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