



Legislation Details (With Text)

File #: T320 **Version:** 0

Type: Travaux Resolution **Status:** Passed

File created: 11/2/2023 **In control:** TRAVAUX INC. BOARD OF DIRECTORS

On agenda: 11/9/2023 **Final action:** 11/9/2023

Effective date:

Title: Resolution authorizing the adoption of the Pregnant Workers Fairness Act; and Pump Act as additional workplace laws by Travaux, Inc.

Sponsors: THE CHAIR

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Attachments:

Date	Ver.	Action By	Action	Result	Tally
11/9/2023	0	TRAVAUX INC. BOARD OF DIRECTORS	ADOPTED		

T320

Original

The President

Resolution authorizing the adoption of the Pregnant Workers Fairness Act; and Pump Act as additional workplace laws by Travaux, Inc.

WHEREAS, Effective, June 17, 2023, there were two additional protections added for Pregnant Workers. The Pregnant Workers Fairness Act and the PUMP Act; and

WHEREAS, The Pregnant Workers Fairness Act requires a covered employer to provide a reasonable accommodation <<https://www.eeoc.gov/wysk/what-you-should-know-about-pregnant-workers-fairness-act>> to a worker’s known limitation related to pregnancy, childbirth, or related medical conditions unless the accommodation will cause the employer an undue hardship <<https://www.eeoc.gov/wysk/what-you-should-know-about-pregnant-workers-fairness-act>>; and

WHEREAS, The PUMP Act <<https://www.dol.gov/agencies/whd/nursing-mothers>> (Providing Urgent Maternal Protections for Nursing Mothers Act), which broadens workplace protections for employees to express breast milk at work; and;

WHEREAS, Travaux Inc. is mandated to be in compliance with laws set forth by the United States Department of Labor, therefore, be it

RESOLVED, by the Directors of Travaux Inc. that The Pregnant Workers Fairness Act and the PUMP Act be adopted; and be it

FURTHER RESOLVED, that the President/CEO authorize the appropriate staff to take all action necessary to implement this for all current and future staff.

Housing Management 10/23/23