



## Legislation Text

---

**File #:** T320, **Version:** 0

---

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