



MN NEWS

SPECIAL REPORT

Pregnancy-Related Leaves & Accommodations

This is a fictional scenario that is entirely imagined and intended only to provide a context for discussions of current legal issues and potential workplace interactions. Any resemblance to actual persons, names, events or circumstances is entirely coincidental and not intentional. In addition, the information and related discussion is not intended as legal advice, and is for general informational and educational purposes only. While we hope it is informative, it also does not fully address the complexity of the issues or steps employers must take under applicable laws—which are also subject to change, even frequently, with or without prior notice. You should not act upon any information provided without seeking professional legal counsel tailored to your specific situation. For legal advice on these or related issues, please consult qualified legal counsel directly.

Newsflash: Pregnancy Gets Special Treatment

- Washington PFML and Paid Leave Oregon have special provisions for pregnancy, generally including:
 - Additional weeks of leave for pregnancy-related disability (bed rest, etc.)
 - Twelve weeks of bonding leave for each parent for newborn/adoption/foster placement
 - Twelve weeks of sick child leave if post-birth complications
 - OFLA in Oregon provides additional weeks of unpaid leave
- FMLA also applies to grant unpaid leave for pregnancy disability/childbirth
- State Paid Sick Leave laws also apply in Oregon, Washington, and Alaska
- Pregnant Workers Fairness Act may apply – it applies to all female reproductive system issues!
- Americans with Disabilities Act also may apply!

Special Report: Seattle is Different!

BREAKING NEWS

Issue	State	Seattle
Employee Coverage	Overtime-eligible employees	Overtime-eligible and overtime-exempt employees
Accrual	One hour for every 40 hours worked	Tier One Employer → One hour for every 40 hours worked Tier Two Employer → One hour for every 40 hours worked Tier Three Employer → One hour for every 30 hours worked
Carry-over	40 hours	Tier One Employer → 40 hours Tier Two Employers → 56 hours Tier Three Employers → 72 hours Tier Three Employers with PTO → 108 hours

Source: Seattle Office of Labor Standards



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LIVE ●



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