

Date:

To: All Team Members

From: Owner/HR/GM

Subject: **REASONABLE ACCOMMODATION FOR PREGNANT WORKERS**

Please review the attached information on Colorado's 2016 law that requires reasonable accommodation for all pregnant team members, including new hires. _____ (insert restaurant name) is in full compliance with this law and will work closely with each individual to provide a safe and welcoming work environment and will comply with reasonable accommodation requests related to their pregnancy.

Please read the information titled "Reasonable Accommodation for Pregnant Workers" and sign below to confirm that you have read and understand the information.

Employees hired on or after August 10, 2016 will be informed of this new law as part of our New Hire Orientation program.

Please see (name here) if you have any questions.

Print Name

Date

Signature

REASONABLE ACCOMMODATION LAW FOR PREGNANT EMPLOYEES

HOUSE BILL 16-1438

Colorado Gov. John Hickenlooper signed legislation on June 1, 2016 that makes it an unfair employment practice if an employer fails to provide reasonable accommodations to a pregnant job applicant or an employee for conditions related to pregnancy or childbirth. The law was effective on Wednesday, August 10, 2016. This provision within the Colorado Anti-Discrimination Act (CADA) will require employers to provide reasonable accommodations to pregnant job applicants or be subject to discrimination claims if the employer does not provide reasonable accommodation or otherwise discriminates against a person making such a request.

The law (House Bill 16-1438) protects individuals with "conditions related to pregnancy, childbirth, or a related condition" without requiring that the conditions be disabling. Employers are required to engage in timely, good-faith discussions to determine effective, reasonable accommodations and accommodate the individual unless the accommodation would impose an undue hardship to the employer.

Reasonable accommodation includes:

- more frequent or longer break periods
- more frequent restroom, food, and water breaks
- acquisition or modification of equipment or seating
- limitation on lifting
- temporary transfer to a less strenuous or hazardous position if available
- job restructuring or light duty
- assistance with manual labor
- modified work schedules

This law applies to employers with one or more employees, which pretty much covers every employer in Colorado. The bill prohibits an employer from taking adverse action against an employee who requests or uses a pregnancy accommodation. Employers are required to give new employees hired after August 10, 2016 notice of their rights under this provision of CADA at the start of employment and post a notice on the bulletin board where similar labor posters are located.

Post on Labor Poster bulletin board no later than August 10, 2016