

Pleasant View City

**Consideration for
Maternity/Paternity/
Postpartum leave &
Policy changes to
comply with PWFA**

December 9, 2025

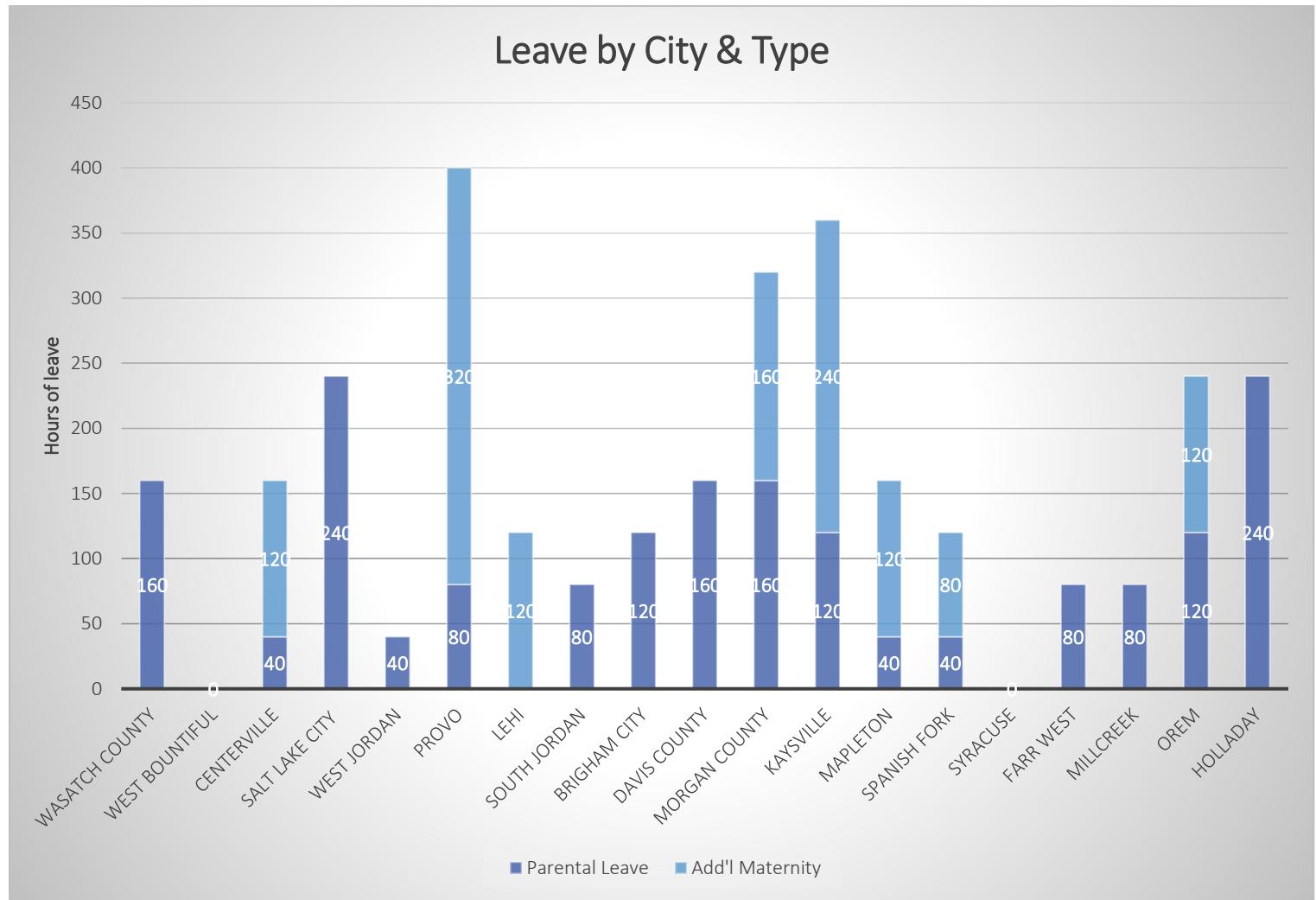
Consideration of:

- Establishing paid parental or parental and postpartum leave to support employee retention, recruitment, and family health outcomes.
- Adding language to ensure city policy aligns with Federal pregnancy & lactation accommodations (Pregnant Workers Fairness Act/FLSA/PUMP Act).

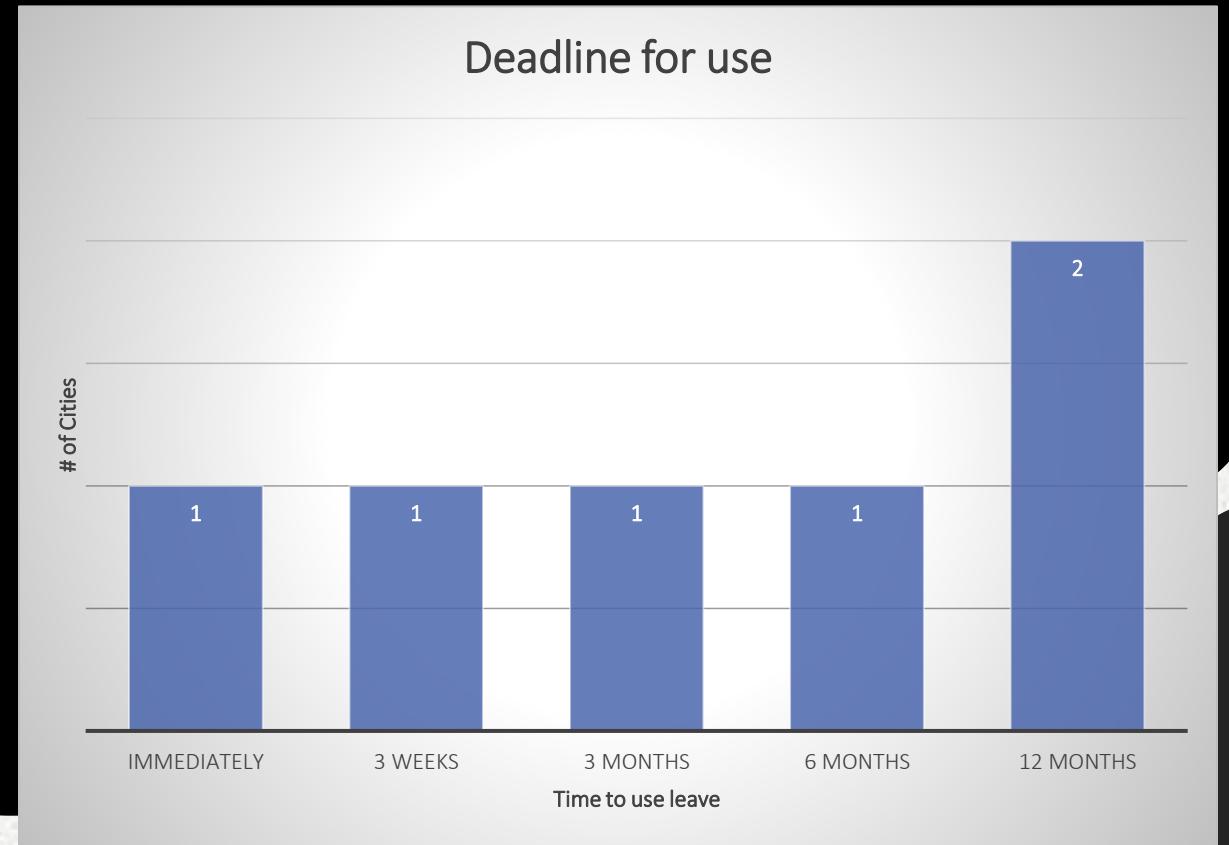




Informal City Survey Results

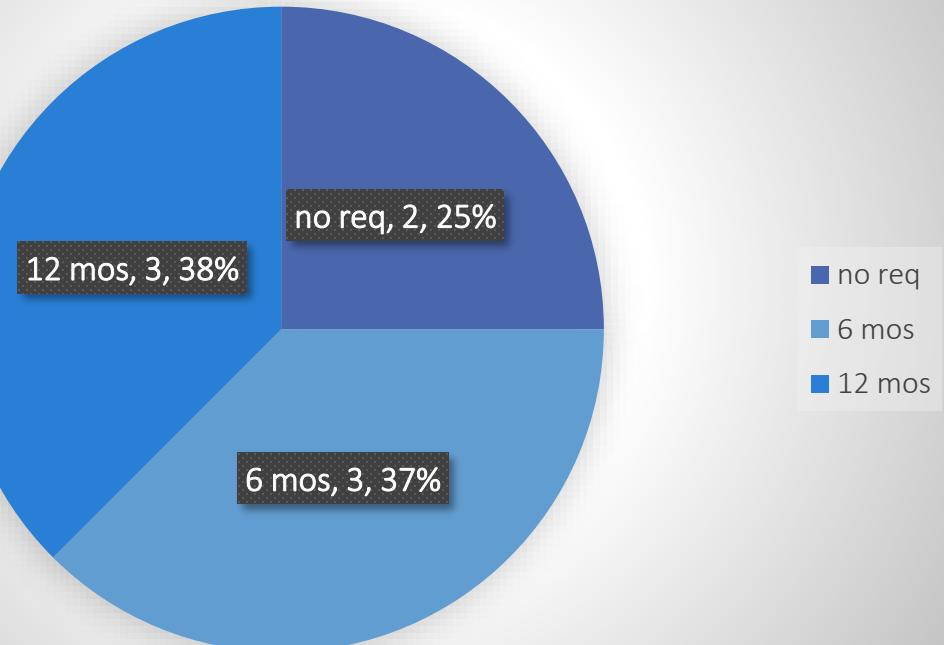


6 cities reporting a deadline for using leave



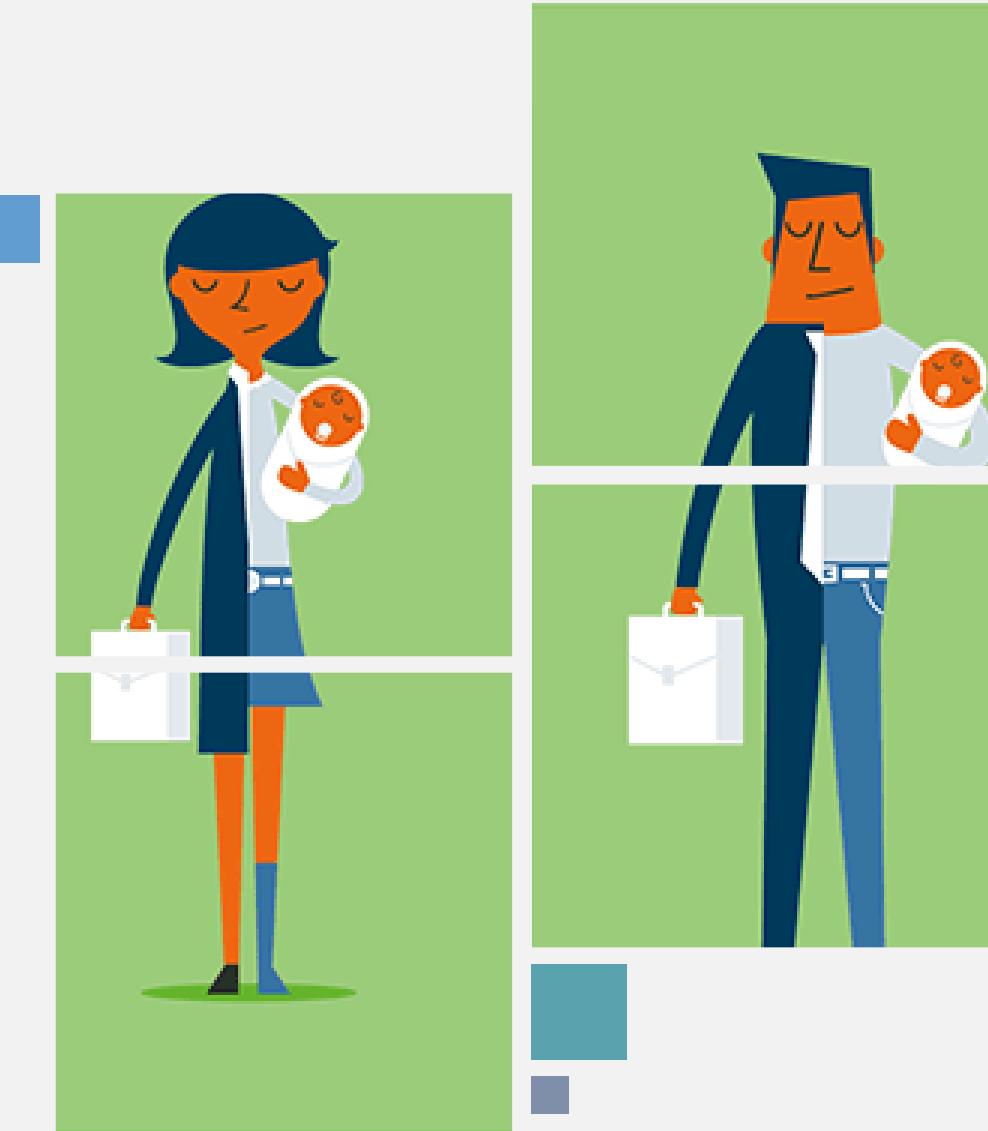
8 Cities reporting a
pre-requisite to use
parental leave

Pre-Req employment



Recommendations

- Pre-Requisite - 12 months of employment
- Parental Leave Only - 120 hours for both parents
- Parental Leave with Additional Maternity - 120 hours for both parents with additional 80 hours for birthing parent
- Deadline to use - Use immediately upon birth of child or placement of adopted child in the home



Other key items from proposed policy

Runs concurrently with FMLA

Prorated for Part-Time Employees

Paid holidays or working from home do not extend parental leave time

Order of use

- Option 1 – Postpartum, Parental, Sick, Comp & Vacation, Unpaid
- Option 2 – Parental, Sick, Comp & Vacation, Unpaid leave

Other key items from proposed policy

Addresses miscarriage and stillbirth

Allows city to fill vacancies created by employees on leave

Addresses benefits during unpaid leave

Asks for documentation of birth or adoption

Pregnancy & Lactation Accommodations

Pregnant Workers Fairness Act

- Federal law effective June 27, 2023
- Provides reasonable accommodations to workers who have known limitations related to pregnancy or childbirth
- Involves an interactive process to determine appropriate accommodations
- Protects pregnant workers from discrimination

FLSA/Utah Code § 34-49-202

- For one year after the birth of a child
- Provide reasonable breaks to breast feed or pump
- Provide a private room (not a bathroom or stall) near work area with a chair, table, outlet, and microbiological wipes
- Provide a clean refrigerator or freezer for storage





- **Questions?**
- **Suggestions?**