



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).





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TESTIFYING BEFORE THE SUBCOMMITTEE ON OVERSIGHT  
AND INVESTIGATIONS, U.S. HOUSE OF REPRESENTATIVES,  
COMMITTEE ON FOREIGN AFFAIRS

ON PAID PARENTAL LEAVE

Our people should not  
have to choose between  
their families and  
the career they love.

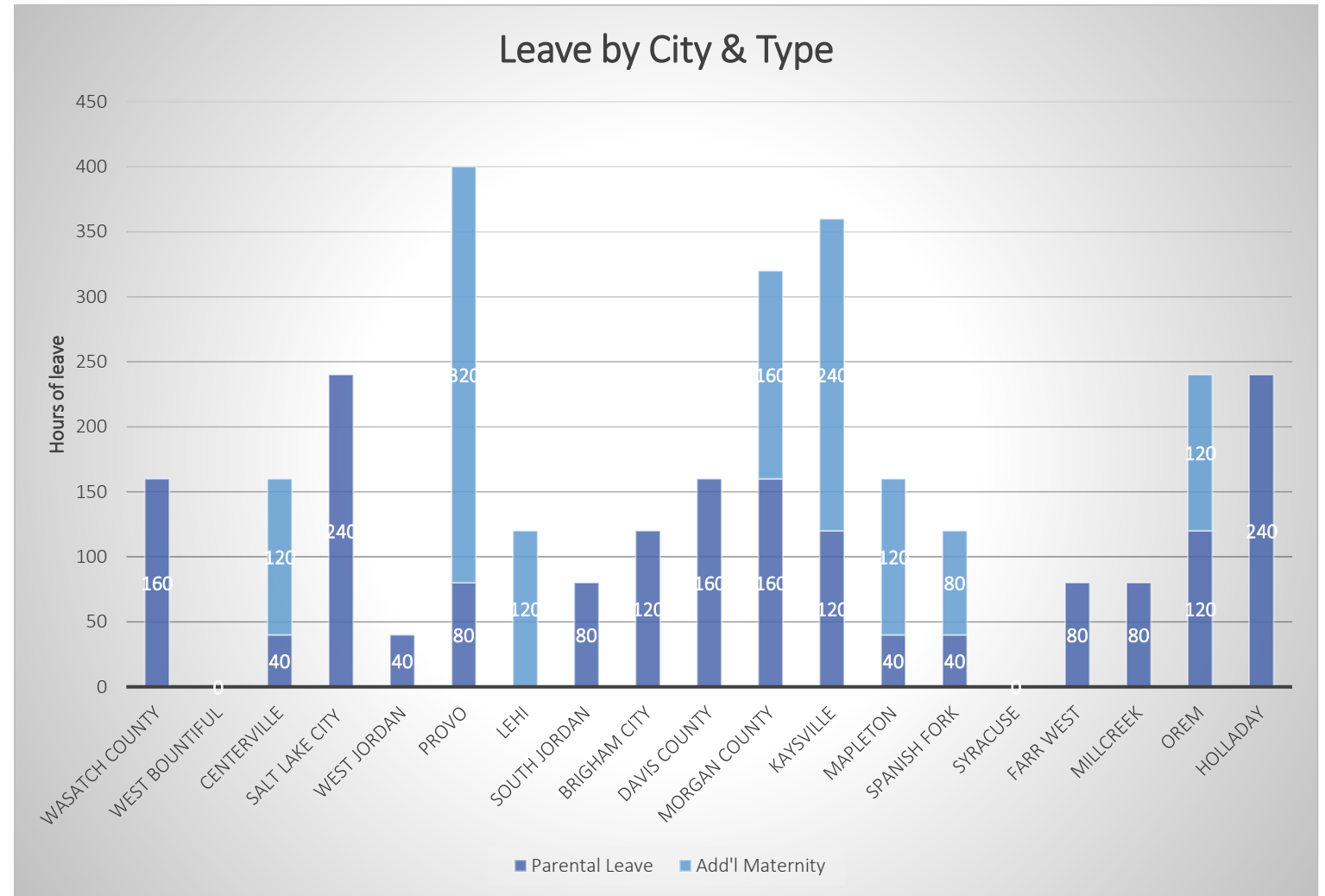
Director General Carol Z. Perez



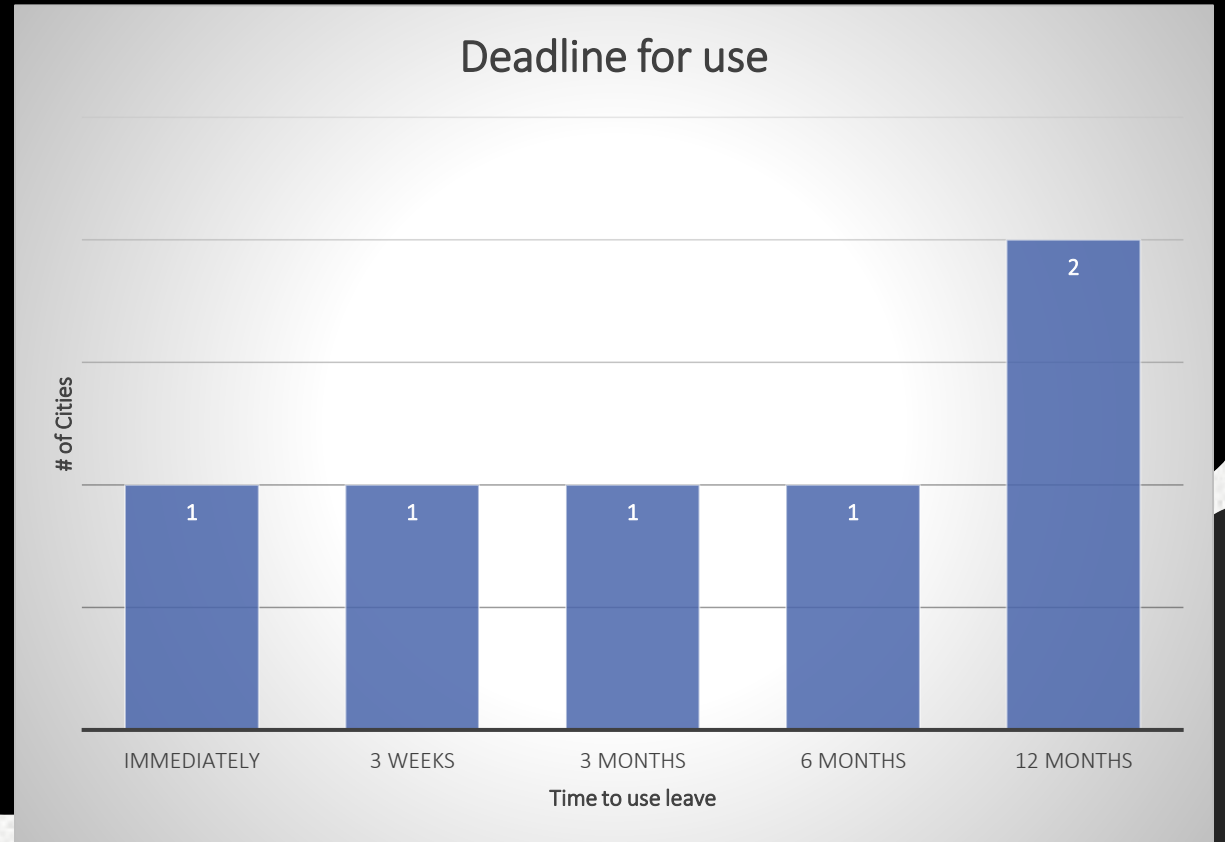
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Parental leave carries many  
benefits to employees and  
employers

# Informal City Survey Results



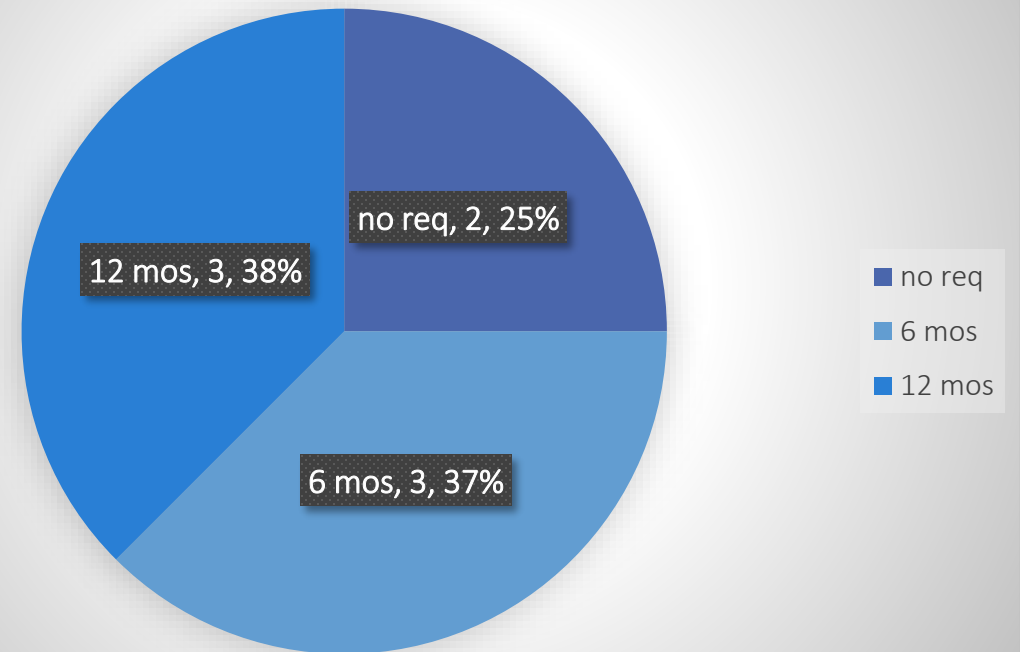
# 6 cities reporting a deadline for using leave





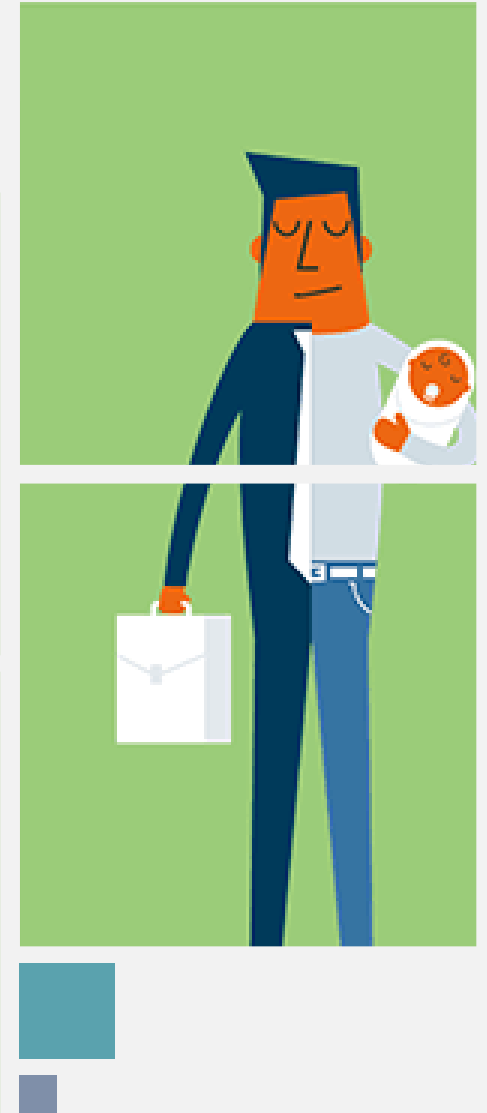
8 Cities reporting a  
pre-requisite to use  
parental leave

Pre-Req employment

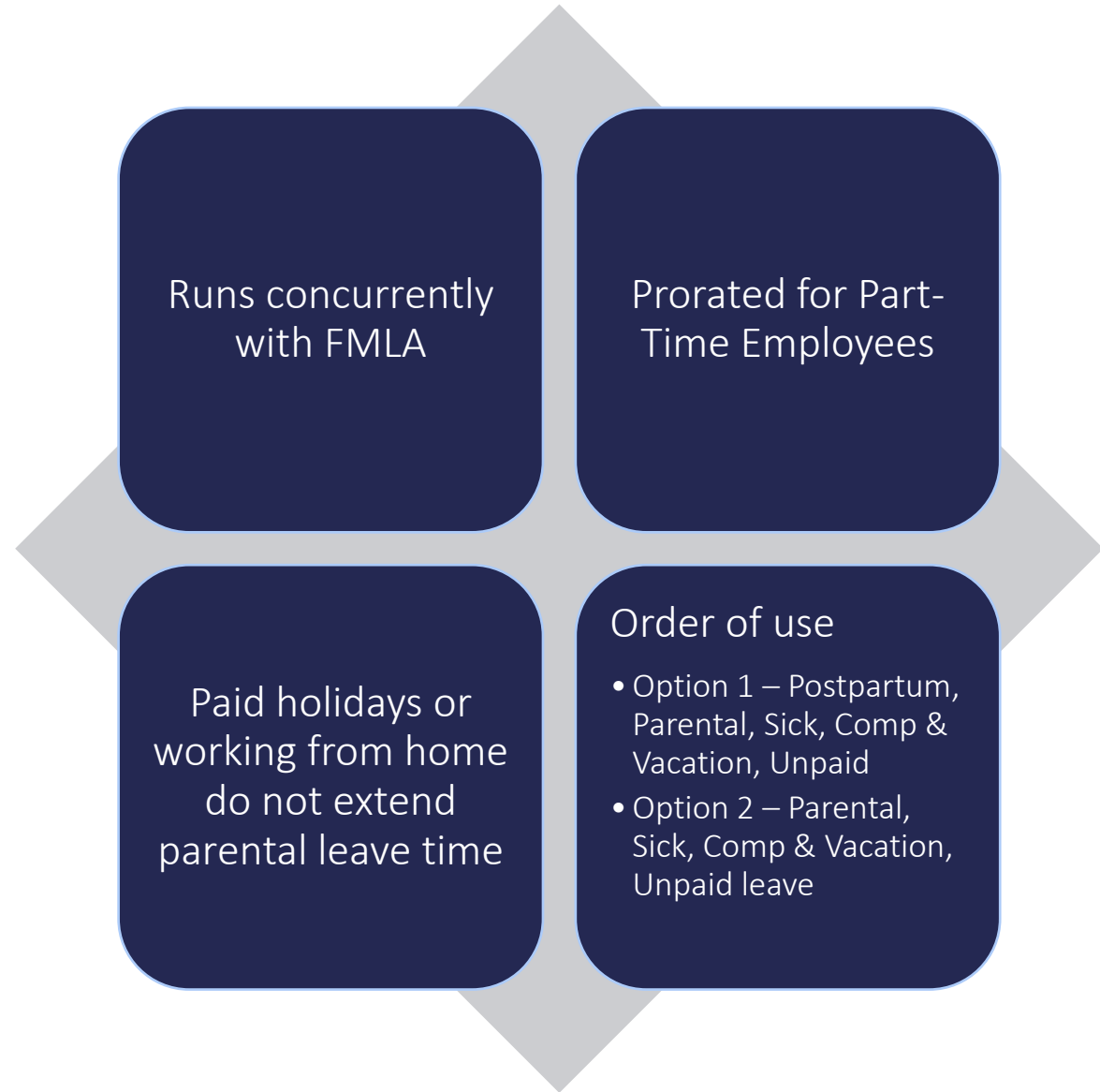


# Recommendations

- 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

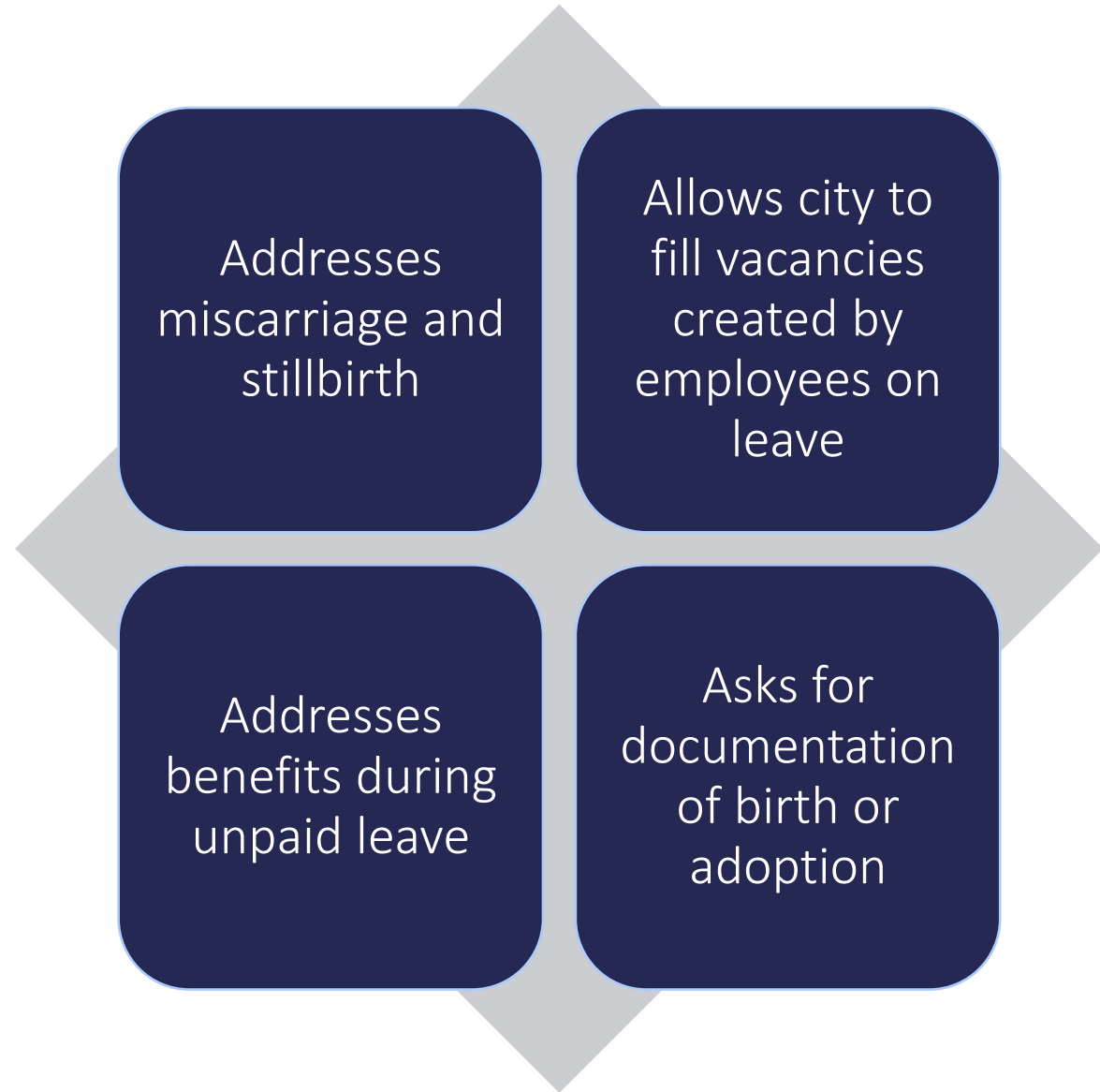


# Other key items from proposed policy





# Other key items from proposed policy



# 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?
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