

MCAD Q&A
PREGNANT WORKERS FAIRNESS ACT
Re-Issued 2/27/18

The Pregnant Workers Fairness Act, effective April 1, 2018, amends Massachusetts' current law against discrimination in employment, G.L. c. 151B, §4, to expressly forbid discrimination against employees due to pregnancy or conditions related to pregnancy. The Act also requires employers to provide "reasonable accommodations" to an employee who is pregnant or who has a condition related to pregnancy. The law is enforced by the Massachusetts Commission Against Discrimination (MCAD).

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

Q10. What kind of space does the employer have to provide for an employee to breastfeed or express milk?

A10. The employer must provide an employee a private, non-bathroom space to express breast milk or ~~to breastfeed. Enclosed in a building or on the premises of the employer.~~