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Helen Holden Discusses PWFA and PUMP Act for BenefitsPro

Spencer Fane attorney Helen Holden recently outlined changes engendered by the Pregnant Workers Fairness Act (PWFA) and Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act in *BenefitsPro*, an ALM publication.

Her article, New Federal Protections for Pregnant and Nursing Employees Take Effect in 2023, was originally published on the firm's website and discusses the accommodations and protections employers are now expected to provide their pregnant and nursing employees. Helen also provides action items for employers so that they may successfully comply with the PWFA and PUMP Act.

"Employers should review and update their policies and practices," Helen said. She noted that relevant policies and practices include reasonable accommodations for pregnant employees and break time and space allowance for breastfeeding employees.

At Spencer Fane, Helen helps businesses understand how successfully navigating the alphabet soup of federal and state employment laws can positively impact company culture. She brings over 20 years of experience to her focus on management-side employment law, which is evident in the practical advice and training she provides to management on human resource issues. Helen's clients include companies in diverse industry sectors, including construction, real estate, manufacturing, technology, health care, distribution, and the retail and service sectors.

Read the full article here. Please note, a subscription may be required.