



## Loren Foy Explains PWFA and PUMP Act Accommodations for AHLA Webinar

Spencer Fane attorney [Loren Foy](#) participated on the panel for an American Health Law Association (AHLA) labor and employment webinar on March 13.

The presentation, *Working Mamas: What Healthcare Organizations Can and Must Do Under the New PWFA and PUMP Act*, explored the new requirements on employers for complying with the Pregnant Workers Fairness Act and Providing Urgent Maternal Protections Act, as well as regulatory guidance for both laws. Loren joined Barbara Grandjean (Husch Blackwell) and Judy Salyers (Human Resources, North Kansas City Hospital) in sharing not only the requirements but best practices and risk mitigation strategies for accommodating pregnant and breastfeeding workers.

At Spencer Fane, Loren employs a range of professional experience in the legal industry to help executives and HR professionals proactively identify risks and equip clients with tools intentionally designed to prevent employment disputes and avoid legal claims, allowing the focus to remain on running a successful business. Her private practice involves advising businesses of various sizes and structures on a wide range of employee-related issues, including accommodation requests, performance management issues, workforce reductions, and compliance with federal, state, and local employment laws and regulations.