

# The Paley Rothman Blog

Paley Rothman shares this library of resources with clients and friends of the firm to help them stay ahead of legal and business developments and trends. Here, you will find helpful tips and tools written by our employees.

## **SUPREME COURT ARTICULATES STANDARD FOR ASSESSING PREGNANCY DISCRIMINATION CLAIMS**

On Wednesday (March 25, 2015), the U.S. Supreme Court announced its decision in the closely watched pregnancy discrimination case of *Young v. United Parcel Service*. Rejecting both the employer's and employee's statutory interpretations of the Pregnancy Discrimination Act (PDA), the Supreme Court announced a middle-ground standard for assessing pregnancy discrimination cases and remanded the case to the Fourth Circuit to apply this standard.

## **MANAGING PREGNANT EMPLOYEES: EEOC OFFERS NEW GUIDANCE ON THE TREATMENT OF PREGNANT WORKERS**

Regardless of industry, size, or geography most employers will, at some point, be faced with the issue of how to handle a pregnant employee. On July 14, 2014, the EEOC issued new enforcement guidance on pregnancy discrimination. This is the first new guidance that the EEOC has published on this issue in over 30 years and has important implications for employers and employees alike.