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## MEMORANDUM

### PERSONNEL MEMO 19-08

**TO:** All State Employees

**FROM:** Thomas B. Stephens, Secretary

**DATE:** June 27, 2019

**RE:** Kentucky Pregnant Workers Act

On April 9, 2019, Governor Matt Bevin signed the Kentucky Pregnant Workers Act (KRS 344.030-.110). The new law becomes effective on June 27, 2019.

The Pregnant Workers Act amends the Kentucky Civil Rights Act to expressly prohibit employment discrimination in relation to an employee's pregnancy, childbirth, and related medical conditions. Employers must make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or a related medical condition who requests an accommodation, including but not limited to:

- More frequent or longer breaks;
- Time off to recover from childbirth;
- Acquisition or modification of equipment;
- Appropriate seating;
- Temporary transfer to a less strenuous or less hazardous position;
- Job restructuring;
- Light duty;
- Modified work schedule; and
- Private space that is not a bathroom for expressing breast milk.

The Pregnant Workers Act also creates the first lactation accommodation requirement in Kentucky, defining related medical condition to include lactation or the need to express breast milk. As noted above, the new law requires employers to provide space, other than a bathroom, for their nursing employees to express breast milk.

Please contact your supervisor or your agency's Human Resources representative with any questions concerning the Pregnant Workers Act.