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**Via E-mail [jgural@boroughofpalmyra.com](mailto:jgural@boroughofpalmyra.com)**

John Gural, Administrator  
Borough of Palmyra  
20 West Broad Street  
Palmyra, NJ 08065

***Re: Amendment to New Jersey's Law Against Discrimination  
Pregnancy Protections***

Dear John:

This serves as an update on recent law passed in the State of New Jersey that may affect the policies you have in place in your municipality and/or department.

In January 2014, New Jersey amended its Law Against Discrimination ("LAD") to expressly include pregnancy a "protected category." (*See P.L. 2103, c. 220, codified at N.J.S.A. §10:5-12*) The amendment requires that reasonable accommodations be provided to pregnant employees, irrespective of whether or not the employee has any medical disability associated with the pregnancy.

Before this amendment to the LAD was passed, the law did not make pregnancy a "protected category" and did not require reasonable accommodation for pregnancy. The law now requires employers to consider reasonable accommodation for pregnant employees who request an accommodation. Reasonable workplace accommodations can include, but are not limited to, for example: breaks, assistance with manual labor jobs, job restructuring or modified work schedules, and temporary transfer to less hazardous or less strenuous work. Additional or increased leave of absence for pregnant employees is not presumed to be a reasonable accommodation. Such request should be reviewed in light of the specific facts and context of that employee's request. The new law specifically

states that it does not increase or decrease any employee's right to paid or unpaid leave associated with pregnancy. Thus, all employers should treat pregnant employees as other employees with "similar ability or inability to work."

Based on the passage of this new law, your employee policies may need to be reviewed to see how pregnant employees are affected. We are available to assist you in that regard and to answer any questions you may have about this new law.

Sincerely,

*Mark S. Ruderman*

Mark S. Ruderman

MSR/tt