



## Changes to California Pregnancy Disability Regulations to Take Effect by Year End

12.04.2012

Amendments to California's pregnancy disability regulations proposed by the California Fair Employment and Housing Commission have been formally approved by the Office of Administrative Law. The amendments, which go into effect on December 30, 2012, apply to all California employers with more than five employees. The amendments include a change in how the four month duration of pregnancy disability leave is calculated, a broader definition of disability, protection of employees or applicants who are perceived to be pregnant, and clarification of employer obligations to accommodate pregnancy disability.

Attorneys at Nossaman LLP are preparing a detailed analysis of the impact of these regulatory changes, and will present their analysis at the firm's upcoming annual legal updates in February 2013. In the meantime, if you have any questions, please do not hesitate to contact us.