

Peggy Young v. UPS

The facts

Peggy Young was a UPS worker who was forced to take unpaid leave from her job when she was pregnant. Mrs. Young requested an accommodation during her pregnancy to abstain from lifting anything over 25 lbs. Her job description at the time of her request did not often require her to lift heavy packages; therefore the accommodation would not drastically affect her work performance.

According to the National Women's Law Center, Mrs. Young's request was completely reasonable and requests like hers are often accommodated by many employers. UPS has provided light duty to people with disabilities, people with on-the-job injuries, and even people who had lost their commercial driver's licenses as a result of DUI convictions. The Supreme Court must now decide if UPS violated the Pregnancy Discrimination Act by forcing Mrs. Young to take unpaid leave rather than offering her the same work accommodations made available to non-pregnant employees in similar situations.

Why it matters

Mrs. Young should have been protected by the Pregnancy Discrimination Act. The Supreme Court now has the opportunity to clarify and reinforce the protections for pregnant workers in the Pregnancy Discrimination Act. However, the Supreme Court may choose not to uphold the vital provisions in the Pregnancy Discrimination Act.

We are ready to tell Congress to pass the Pregnant Workers Fairness Act. The Act will protect pregnant workers by ensuring:

- A pregnant worker receives reasonable accommodations
- No pregnant worker is forced to accept an accommodation that they do not want
- The pregnant employee cannot be required to take leave if a reasonable accommodation is available.
- No one can be denied an employment opportunity because they would require an accommodation due to their pregnancy.

Why it matters

Young people face unemployment and underemployment at higher rates than other age groups. Because young people are often in entry level positions supervisors may feel like it is easier to terminate a position rather than accommodate someone who is pregnant. Young people are vulnerable to unfair treatment in the workplace due to their lack of experience. The Pregnant Workers Fairness Act will ensure that young people who are pregnant can continue working throughout their pregnancy.

What you can do

Call your members of Congress and encourage them to support the Pregnant Workers Fairness Act. It is important for the passage of this Act to be a bipartisan effort and members of Congress need to hear from you.

Resources:

Read the [petitions and supporting briefs](#) in the case.