

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 had 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 ruled that a jury could reasonably find that Peggy Young faced pregnancy discrimination because UPS had accommodated a large percentage of non-pregnant employees. Therefore, her case was sent down to the lower court to be reexamined.

Why it matters

Mrs. Young should have been protected by the Pregnancy Discrimination Act. While the Supreme Court ruled in Peggy Young's favor, we can't be sure that will happen again. Which is why we need Congress to strengthen the protections for pregnant workers.

Congress can pass the Pregnant Workers Fairness Act, which would ensure:

- 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

Contact 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.

Sign our [petition](#) to support the Pregnant Worker's Fairness Act