OUR WHY

Safest Healthiest Easiest Pregnancy possible as the person continues to Work.
BASICS of SAFETY

Hazard
Identify

Risk
Assess

Control
Implement
Increase Risk due to Body Changes

- Hormone changes - Chemical messengers,...
- Circulatory changes,...
- Muscles & tendon changes,...
- Change in postures as the body changes shape & distribution of weight,...
Hazards & Demands of the Workplace can affect the Individual, the Pregnancy & the Baby
Harmful Substances
Musculoskeletal Injuries such as Carpal Tunnel Syndrome.
Increase reach – affects the neck, shoulders, arms & back.
Increase Risk of Falls when working at height
Gestational age has been shown to be affected by:

• prolonged standing (1) &
• heavy physical exertion (2)
• but not heavy lifting (3).


Birthweight – being lower can be affected by:

- Levels of fatigue
- Heavy lifting
- Long work hours (4)
- Standing for more than 3 hrs at a time in later pregnancy (5)
- Noise levels over 85 db (6)


Birthweight - More physically demanding job can increase the likelihood of bigger than average (7) & is linked to labor difficulties, ruptures, higher risk of gestational diabetes.

• Linked to
  • Levels of fatigue
  • Heavy lifting
  • Long work hours (4)
  • Standing for more than 3 hrs at a time in later pregnancy (5)
  • Noise levels over 85 db (6)

7 –ational Bureau of Economic Research and Mayo Clinic
Pre-Mature Birth factors that contribute are:

• High fatigue
• Shiftwork
• Rotation or changing schedules (7)
• Noise exposure (8)
• Prolonged standing (9)
• Frequent heavy lifting (more than 50x a week)(2)
• Strenuous working postures (1)


Pregnancy Loss was found to be

• Shiftwork*
• Piecework
• Posture
• Heavy lifting*
• Physical Effort*

Occupational that may be at higher risk include metal & electrical workers,...
sales & service occupations.


**Stillbirth** - Increased risk in leather workers & other manufacturing industries, health care, saleswomen, food & beverage service workers

Associated with:

- Heavy lifting
- Physical effort
- Long working hours.

Assess the Situation / Hazard ID

- Shift work – rotation or changing schedules, long working hours

- If physically strenuous
  - prolonged standing for more than 3 hrs per day, physical effort
  - Repetitive lifting more than 10 kg or 22 lb
  - High fatigue

- Assembly line jobs – repetitive work

- Working on industrial machines – noise & vibration

- Working in cold / hot environments
Fit for Work Program

Safety Sensitive / Physically Demanding

Impairment

Medical conditions
Physical Fitness
Illness
Drug & Alcohol
Stress
Fatigue Management
Pregnancy Accommodation
Outline of the Law

An employer’s obligation to provide accommodations to pregnant women springs from five main legal sources:

- Americans with Disabilities Act
- Pregnancy Discrimination Act
- Family and Medical Leave Act
- State pregnancy accommodation laws
- Legal pregnancy accommodation laws

The outline below presents how each governs an employer’s obligation to provide pregnancy accommodations. More information can be found in the training materials for lawyers on the Pregnant@Work website (visit www.pregnantatwork.org) and in the legal treatise FAMILY RESPONSIBILITIES DISCRIMINATION by Calvert, Williams, & Phelan (Bloomberg BNA).

I. Federal Statutes


1. Applies to employers of 15 or more employees.

2. Prohibits employment discrimination because of an employee’s actual or perceived disability; a failure to accommodate an employee’s disability is discrimination under the statute. 42 U.S.C. §12112(b)(5)(A).

3. A disability is a physical or mental impairment that substantially limits a major life activity. 42 U.S.C. §12102(1).

   a. The ADA was substantially amended in 2008 to broaden the interpretation of this definition of disability. Pub. L. No. 101-325, 122 Stat. 3553 (2008) (“ADAAA”). The amendment was intended to broaden the coverage of the statute. As a result, many pregnancy-related conditions that were not covered by the ADA prior to the amendments are now covered and must be accommodated in the workplace.
Hierarchy of Controls

1. PPE (Personal Protective Equipment)
   - Protect the worker with equipment

2. Administrative Controls
   - Change the way people work

3. Engineering Controls
   - Isolate people from the hazard

4. Substitution
   - Replace the hazard

5. Elimination
   - Physically remove the hazard

Least effective to Most effective.
Hierarchy of Controls

- **Elimination**: Physically remove the hazard
- **Substitution**: Replace the hazard
- **Engineering Controls**: Isolate people from the hazard
- **Administrative Controls**: Change the way people work
- **PPE**: Protect the worker with Personal Protective Equipment

Schedule Change

![Image of a pregnant woman and a computer]
Safest easiest Pregnancy possible as you continue to Work

• Work Environment Considerations

• Scheduling & Work Hours

• Communication

• Clothing & Shoes

• Food & Drink
Emphasize Communication

- Talk to your Doctor
- Talk to your Supervisor
- Talk to your Co-workers
Talk with the Doctor

The individual's doctor is their advocate & partner throughout a pregnancy, so open communication discussing any & all issues.

If the doctor recommends light duty, early leave or other work restrictions, this needs to be communicated to the workplace.
Healthy Lifestyle

Pregnancy week by week

Working during pregnancy: Do's and don'ts

Working during pregnancy isn't always easy. Know how to battle symptoms and stay healthy while getting the job done.

By Mayo Clinic Staff
Talk with their Supervisor

Need to let supervisors know, especially if they have a demanding job.

If they think that schedules or task may need to be accommodated, then earlier the conversation the better.
PREGNANCY + MY JOB: A Roadmap
See our accompanying guide for more detailed information.

You’re Pregnant!
Learn about your rights at legalaidatwork.org. You may have the right to paid sick days and time off for prenatal care.

Changes at Work
Talk to your doctor about your job. If you need changes at work, bring a doctor’s note to your employer.

Leave from Work
Tell your employer at least 30 days before you plan to start your leave.

Pay During Leave
When your leave begins, apply for State Disability Insurance. After you recover, apply for 6 more weeks of Paid Family Leave. Contact EDD (edd.ca.gov) to apply for both.

Disability leave can begin 4 weeks before your due date and lasts for 6 weeks after delivery (8 weeks for a c-section). Ask your employer if you qualify for 12 more weeks to bond.

Lactation
Before your leave, ask your employer about your right to break time and a private space to pump at work.
Talk with their Co-Workers

Need to notify co-workers, as they can be a help throughout the pregnancy – understanding, support & activity.
Talk with their Partner

Important to involve partners so if there is going to be changes, they are discussed together & a strategy is decided & acted on.

Decisions or changes at work can affect the family unit – overall household income, leave days, schedules,... moods.
Accommodation or Modifications

• Federal Pregnancy Discrimination Act of 1978 – a company must treat pregnant employees as same as nonpregnant employees who are similar in their ability or inability to work.

• Americans with Disabilities Act – if develop a pregnancy related health condition

• “Reasonable Accommodations” within 27 states & Washington D.C.

Modification of the Task or Work Environment
Modification of the Task or Work Environment
Scheduling & Work Hours

• Schedule adjustment – modification or work
  • Shorter from longer shifts
  • i.e. Manufacturing or Nursing – 12 hours shifts to 8 hour shifts

• Try to spread out your shifts
  • 3 12s in a row – to 1 – 12 and day off in-between so not back to back
Scheduling & Work Hours

• Day vs Night Shifts
  • No right or wrong answer to this, but if you can let them pick to align best with their natural sleeping patterns so they can truly rest when on off time.

• Light Duty
  • Doing lighter duty tasks rather heaving lifting or other strenuous work – later in the pregnancy
  • Go part time or start a leave early
  • Some people will choose to cut down on scheduled shifts or work hours. Of course part time work means less money and may affect insurance and benefits, and even reduce time with baby after birth
Shoes

- Need to be supportive – good arch supports, well cushioned design,
- Help stave off foot, leg & back pain
- Slip resistant soles
- Moisture-wicking fabrics or venting for sweat
Invest in Compression Socks

• Encourage good circulation, reduce swelling & help fight foot & leg pain

• Maternity compression stockings – if thighs are swelling
Reminders about Food & Drink

• Drink plenty of Water

• Bathroom

• Meals & snacks

• Anti-nausea packs – Zofran, bland crackers,....
Summary of Ergonomic Modifications

• Work & break schedules

• Modification of work tasks – less physical, restrict lifting to 25 lbs, vary tasks to avoid static postures or repetitive activities

• Adjust the work environment – adjustable heights of work surfaces & chairs, foot rests, sit/stand chairs, ... reduce amount of work performed at heights

• Supply information & support on things they can do – shoes, support devices, hydration, ...
Pregnant workers require extra attention with ergonomic hazards,…

• Work with supervisor, safety, health professional, HR & physician to assess the hazards.

• Appropriate accommodation to prevent injuries, enhance comfort & better handle work combined with physical changes related to pregnancy.

• Fit for Work Program – Medical conditions
Questions?
More Information?

Eldeen E. Pozniak

Eldeen@pozniaksafety.com