Reasonable Accommodation for Pregnant Workers: Healthy Starts Act

Effective: July 23, 2017
Act now requires accommodation regardless of whether the pregnancy has complications that meet the definition of disability.

1. Bathroom breaks (more frequent, longer, flexible)
2. Breaks for increased water intake or food (modification or exemption from food/drink policy)
3. Allow employee to sit more frequently or provide seating
4. Limit lifting to 17 pounds or more
Shared Leave Pools

- Veterans’ In-Service Shared Leave Pool (VISSLP)
  [http://hr.uw.edu/ops/leaves/shared-uniformed-services/](http://hr.uw.edu/ops/leaves/shared-uniformed-services/)
- Foster Parent Shared Leave Program (FPSLP)

  - Both create statewide shared leave pools to which employees can donate or receive time off
  - Additional min/max requirements vary by program
Paid Sick Leave
(I-1433)

- **Effective:** January 1, 2018 for hours worked on and after that date
- **Eligible Population:** Temporary and student hourly workers
- **Accrual:** 1 hour for every 40 hours worked, accrued at end of month and available for use the following month.
- **Balance:** Annual carryover is still TBD
- **Payment at Termination:** Not required
- **Funding Restrictions:** Federal work study funds may not be used to pay for sick time off
Open Enrollment

November 30th is the deadline to make any changes to your benefits, re-enroll into FSA or DCAP, and to re-attest to the spousal premium coverage surcharge, if needed.

At 11:59 pm on November 30, Workday will put into effect your most recently made selections. Changes go into effect on January 1, 2018.