

**WAC 357-26-035 What actions must an employer take to provide reasonable pregnancy accommodations?** (1) An employer must provide employees who are pregnant or have a pregnancy-related health condition a reasonable pregnancy accommodation for reasons as required in RCW 43.10.005.

(2) An employer cannot require an employee who is pregnant or has a pregnancy-related health condition to take leave if another reasonable pregnancy accommodation can be provided.

(3) The employer is not required to create additional employment that the employer would not otherwise have created, unless the employer does so or would do so for other classes of employees who need accommodation.

[Statutory Authority: Chapter 43.01 RCW and RCW 43.10.005. WSR 19-17-041, § 357-26-035, filed 8/15/19, effective 9/23/19. Statutory Authority: Chapter 41.06 RCW, RCW 43.10.005 and 49.76.040. WSR 19-05-056, § 357-26-035, filed 2/15/19, effective 3/29/19.]