

Attorneys React To High Court Pregnancy Bias Ruling

Law360, New York (March 25, 2015, 7:09 PM ET) -- On Wednesday, the U.S. Supreme Court vacated a Fourth Circuit decision that nixed a pregnancy bias case against UPS, finding that neither party's interpretation of the Pregnancy Discrimination Act was persuasive. Here, attorneys tell Law360 why the decision in *Young v. United Parcel Service Inc.* is significant.

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"What the decision in *Young* signals is not that the legal standards have changed with respect to discrimination laws; rather it highlights the importance for employers to maintain clear and consistent employment policies for all employees. *Young* still must prove at trial that UPS' less favorable treatment was a pretext for discrimination. However, I thought the Supreme Court provided *Young* with a road map for proving her case by highlighting that UPS' own policies for providing accommodations for non-pregnant workers fall squarely within the EEOC's Enforcement Guidance on Pregnancy Discrimination. Although the Supreme Court questioned the timing and basis for EEOC's guidance, it ultimately found its statements consistent with its legal reasoning in *Young*."

--Editing by Emily Kokoll.
