

**WAC 357-26-040 When may an employer deny a reasonable pregnancy-related accommodation?** The employer may deny a reasonable pregnancy-related accommodation based on undue hardship, which means an action requiring significant difficulty or expense, to the employer's program, enterprise or business for pregnancy accommodations listed in WAC 357-26-035 (1)(d) through (i). The employer may not claim undue hardship for the pregnancy accommodations listed in WAC 357-26-035 (1)(a) through (c) or for limits on lifting over seventeen pounds.

[Statutory Authority: Chapter 43.01 RCW and RCW 43.10.005. WSR 20-24-022, § 357-26-040, filed 11/20/20, effective 12/28/20. Statutory Authority: Chapter 41.06 RCW, RCW 43.10.005 and 49.76.040. WSR 19-05-056, § 357-26-040, filed 2/15/19, effective 3/29/19.]