

## Appendix 1. Common Patient Requests for Work Restrictions and Their Employment

### Implications

Patient	Language used	Implications of this type	How to improve note
request for work restriction	in note	of note on employment	
<p>“Can I have a note that states I don’t have to lift and bend at work?”</p>	<p>“Ms. C should not lift more than 10 lbs or perform activities that require bending.”</p>	<p>If lifting more than 10 lbs or bending are essential functions of her job, there may be no reasonable accommodation that her employer can provide. She may be required to take leave starting immediately. Once her family leave is exhausted, she must return to work</p>	<p>Lifting is not generally contraindicated in pregnancy. However, if Ms. C has back pain or pregnancy is exacerbating a back injury, accommodations may be appropriate: <i>“Ms. C can continue to perform most functions of her job while pregnant. She has a pregnancy-related back condition that requires her to</i></p>

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		or show that she has a disability requiring accommodation such as finite medical leave. If not, she can be terminated.	<i>limit lifting to no more than 20 pounds twice per hour.</i>
“I need to go on leave because I can’t check my sugars at work.”	“Ms. A needs to be able to check her blood glucose at work.”	This note lacks reference to the patient’s medical condition (GDM) and needs to be more specific.	Explain the implications of going on leave early in pregnancy to the patient, and suggest that accommodations will likely allow her to continue working: <i>“Ms. A has a pregnancy-related condition called gestational diabetes that requires her to monitor</i>

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*her blood glucose level with a simple test and to eat small snacks every 2-3 hours. She will need a private space in which to check her glucose.”*

“My work is too stressful, and I’m worried it is harming my pregnancy.”	“Ms. B needs to be kept in a stress-free environment during this pregnancy.”	Working in a stress-filled environment may be an essential function of her job (e.g., she may be an attorney, a customer service representative or physician). Further, removing stress is not a “reasonable” accommodation. Finally,	Given that there is no pregnancy-related impairment, it is not recommended to request accommodations. If, however, a mental health diagnosis exists, accommodations can be requested.
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		no pregnancy related impairment has been identified.	
"I'm too tired to work full- time."	"Ms. D must have reduced work hours during this pregnancy."	While some employers may be able to offer part- time work, others will count this toward her leave thereby reducing the total leave available for delivery and post- partum. Intermittent leave may be a reasonable accommodation under the ADA.	Confirm fatigue is severe enough to significantly limit a major life activity. Modest modifications may be sufficient: <i>"Ms. D has clinically significant fatigue related to her pregnancy. She can continue to work with &gt;50% of her time at work spent seated and 15 minute breaks every 4 hours."</i>

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## Appendix 2. Common Pregnancy-Related Impairments and Possible Workplace

Condition	Limitation	Reasonable accommodations^
Back pain	Prolonged or repetitive lifting, bending, or sitting	Use of a heating pad, sitting instead of standing, lifting assistance or limitations, assistive equipment to lift, or modification of the duties of the job, such as temporary light duty
Venous thrombosis	Prolonged sedentary activity	Modification of work station, breaks for exercise, private area in which to administer injections
Carpal tunnel syndrome	Repetitive tasks using hands	Occasional breaks from manual tasks or typing, specialized programs that allow for dictation instead of typing, modification of work station to provide wrist support while typing

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Chronic migraines	Exposure to bright lights or loud environments	Change lighting in the work area, limit exposure to noise and fragrances, change schedule such as flexible schedule or telework
Dependent edema	Prolonged standing	Stool or chair to sit on while working; more frequent rest breaks; modification of footwear requirements
Dyspnea	Ability to perform strenuous activities	Stool or chair to sit on while working, more frequent rest breaks
Fatigue	Ability to perform strenuous activities or to work long hours	Light duty to avoid strenuous activity, flexible or reduced hours, exemption from mandatory overtime, intermittent leave

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Gestational diabetes	Ability to work prolonged periods without breaks and snacks	Permission to take more frequent bathroom breaks, to eat small snacks, a private area for testing blood glucose, time off for medical appointments
Hyperemesis gravidarum; nausea/vomiting	Ability to work prolonged periods without bathroom breaks and snacks.	Permission to take more frequent bathroom breaks, to eat small snacks during work hours, modified schedules including working from home
Hypertension	Strenuous or prolonged physical activity	Stool or chair for employee to sit on while working; limit lifting and bending requirements, work from home while on bed rest
Urinary tract infections	Ability to work prolonged periods without drinking or using the restroom	Water bottle at work station, more frequent bathroom breaks

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^The appropriate accommodation in each case will vary depending upon the woman's condition and her job. See also: Job Accommodation Network, [www.askjan.org](http://www.askjan.org).

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### **Appendix 3. Sample Work Modification Letter**

To Whom It May Concern:

On June 15, 2014, my patient Ms. Jane Doe consulted with me in my office. I diagnosed Ms. Doe, who is pregnant, with carpal tunnel syndrome. Consistent with this diagnosis, Ms. Doe needs an accommodation at work until her baby is born, on or around November 1, 2014.

Because of Ms. Doe's carpal tunnel syndrome, and her associated limitation on repetitive use of both hands for more than 30 minutes without a break, she is having difficulty typing for long periods of time and should be allowed to take a 5-minute break after 30 minutes of continuous typing.

For more information, you may wish to consult the Job Accommodation Network at [www.askjan.org](http://www.askjan.org).

Sincerely,

Provider name and contact information

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