



## *Pregnancy-Discrimination Collision Course, Human Resource Executive ft. Philip Voluck*

By Kristen B. Frasch  
(July 23, 2014)

*Though hailed by working-family advocates as a much-needed and long-awaited move, the Equal Employment Opportunity Commission's June 14 release of its guidance on pregnancy discrimination is raising many eyebrows as well. Some critics, concerned the agency's move should not have pre-empted the U.S. Supreme Court's upcoming decision in *Young v. United Parcel Service Inc.*, are even offering some rather harsh rebukes.*

*"I'm baffled more people aren't baffled by this," says Philip Voluck, managing partner in the Blue Bell, Pa., office of Kaufman Dolowich & Voluck*

*In a 3-to-2 vote, the EEOC updated a 1983 compliance manual chapter of the Pregnancy Discrimination Act, saying employers are now required — in keeping with the expanded...*