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■ Pregnancy Discrimination

Since 1979, discrimination against women because they are pregnant has been illegal. Pregnancy discrimination can take many forms: firing a woman, altering her assignments or providing lesser benefits.

For example, ***EEOC v. Bell Atlantic and NYNEX (Verizon)*** alleged that the companies unlawfully denied female employees service credit for pregnancy and maternity leaves of absence taken prior to the Pregnancy Discrimination Act in

calculating their eligibility for and benefits under new retirement programs. The court preliminarily approved a settlement of this major class suit, pending a fairness hearing scheduled late in the fiscal year. The precise size of the class and value of the benefits will be determined through a claims procedure; however, thousands of current and former female employees are anticipated to receive millions of dollars in lost pension benefits.

Court preliminarily approves multi-million dollar settlement of major class suit alleging pregnancy discrimination in calculations of pension benefits