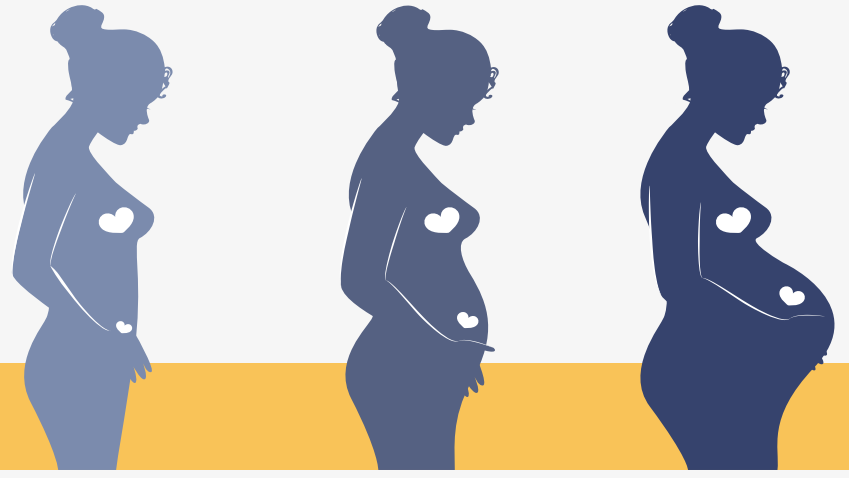




WOMEN IN FIRE



Congratulations, You're pregnant!



Now what...

NFPA 1582 Essential Job Tasks (2022)

1) Wearing PPE and SCBA, while performing firefighting tasks, rescue operations, and other emergency response actions

2) Wearing an SCBA requiring the ability to tolerate increased respiratory workloads

3) Exposure to toxic fumes, irritants, particulates, biological (i.e., infectious) and nonbiological hazards, or heated gases

4) Climbing at least six flights of stairs or a similarly strenuous distance while wearing PPE and SCBA, commonly weighing 40–50 lb (18–23 kg) and carrying equipment/tools

5) Wearing PPE and SCBA that is encapsulating and insulated, resulting in significant fluid loss frequently progressing to clinical dehydration and elevated core temperature

6) Working alone wearing PPE and SCBA, searching, finding, and rescuing victims in hazardous conditions and low visibility

7) While wearing PPE and SCBA, advancing water-filled hoselines and can involve negotiating multiple flights of stairs, ladders, and other obstacles

8) In gear, climbing ladders, operating from heights, walking or crawling in the dark along narrow and uneven surfaces, and operating in proximity to electrical power lines or other hazards

9) Unpredictable, prolonged periods of extreme physical exertion

10) Operating fire apparatus or other vehicles

11) Critical, complex problem solving during physical exertion in stressful, hazardous environments

12) Ability to communicate while wearing PPE and SCBA under hazardous conditions

13) Functioning as an integral component of a team in a stressful environment

14) Working in shifts, including during nighttime, that can extend beyond 12 hours

1 Trimester

2 Trimester

3 Trimester

Risk Considerations During Pregnancy

	Trauma	Chemicals	Other Risks
First Trimester 	Fetal trauma is mitigated due to location of uterus	Avoid exposure to heavy metals, hydrocarbons, carbon monoxide, product of combustion	Heat, noise, radiation, shift work, infections, cigarette smoke
Second Trimester 	Fetal trauma is increased due to the intra-abdominal position after 13 weeks	Avoid exposure to heavy metals, hydrocarbons, carbon monoxide, product of combustion	Heat, noise, radiation, shift work, infections, cigarette smoke, gear fit
Third Trimester 	Fetal trauma is increased due to the intra-abdominal position after 13 weeks	Avoid exposure to heavy metals, hydrocarbons, carbon monoxide, product of combustion	Heat, noise, radiation, shift work, infections, cigarette smoke, gear fit, flexibility
Lactation 	No known additional risk	In addition to the above, avoid exposure to phthalates, parabens, and triclosan	Number of fire exposures, certain medications, cigarette smoke

Table adapted from NFPA 1582, Appendix C, 2022 ed. *There are currently no research-based recommendations for breast feeding post-fire exposure.

KNOW YOUR RIGHTS:

Family Medical Leave Act

Employees may take up to 12 weeks leave during any 12-month period for one of the following reasons:

- The birth of child
- The adoption or fostering of child
- To care for a family member with a serious health condition
- To recover from a serious health condition

Employees who take FMLA leave are to be restored to the **same or equivalent** position when they return to work.

The Pregnancy Discrimination Act

an amendment to Title VII of the Civil Rights Act that "prohibits discrimination on the basis of pregnancy, childbirth, or related medical conditions.

- An agency must permit a pregnant employee to do their job for as long as they are capable of performing the job
- An agency may not make an employment decision about an employee's work performance based on stereotype or assumption concerning employee's pregnancy

Employees who request light duty due to pregnancy, childbirth, or related medical conditions are to be **treated the same** as other employees who are suffering from temporary disability.

FOR MORE INFORMATION, SCAN

