

May 31, 2017

**Re: Co-Sponsor the Pregnant Workers Fairness Act (S. 1101/H.R. 2417)**

Dear Member of Congress:

As organizations committed to promoting the health and economic security of our nation's families, we urge you to support the **Pregnant Workers Fairness Act**. This **bipartisan** legislation promotes healthy pregnancies and economic security for pregnant women and their families and strengthens the economy.

In the last few decades, there has been a dramatic demographic shift in the workforce. Not only do women now make up almost half of the workforce, but there are more pregnant workers than ever before and they are working later into their pregnancies. The simple reality is that some of these women—especially those in physically demanding jobs—will have a medical need for a temporary job-related accommodation in order to maintain a healthy pregnancy. Yet, too often, instead of providing a pregnant worker with an accommodation, her employer will fire her or push her onto unpaid leave, depriving her of a paycheck and health insurance at a time when she needs them most. American families and the American economy depend on women's income: we can't afford to force pregnant women out of work.

In 2015, in *Young v. United Parcel Service*, the Supreme Court held that a failure to make accommodations for pregnant workers with medical needs will sometimes violate the Pregnancy Discrimination Act of 1978 (PDA). The Pregnant Workers Fairness Act will strengthen the Supreme Court's decision in *Young*, by providing employers and pregnant workers with a clear, predictable rule: employers must provide reasonable accommodations for limitations arising out of pregnancy, childbirth, or related medical conditions, unless this would pose an undue hardship.

The Pregnant Workers Fairness Act is modeled after the Americans with Disabilities Act (ADA) and offers employers and employees a familiar reasonable accommodation framework to follow. Under the ADA, workers with disabilities enjoy clear statutory protections and need not prove how other employees are treated in order to obtain necessary accommodations. Pregnant workers deserve the same clarity and streamlined process and should not have to ascertain how their employer treats others in order to understand their own accommodation rights, as the Supreme Court's ruling currently requires.

Evidence from states and cities that have adopted laws similar to the Pregnant Workers Fairness Act suggests that providing this clarity reduces lawsuits and, most importantly, helps ensure that women can obtain necessary reasonable accommodations in a timely manner, which keeps

pregnant women healthy and earning an income when they need it most. No woman should have to choose between providing for her family and maintaining a healthy pregnancy, and the Pregnant Workers Fairness Act would ensure that all women working for covered employers would be protected.

**The need for the Pregnant Workers Fairness Act is recognized across ideological and partisan lines.** States and cities across the country have adopted Pregnant Workers Fairness Acts with broad, and often unanimous, bipartisan support. These states and cities include: California, Colorado, Delaware, Illinois, Maryland, Minnesota, Nebraska, New Jersey, New York, North Dakota, Rhode Island, Utah, West Virginia, Vermont, and Washington. Lawmakers have concluded that accommodating pregnant workers who need it is a measured approach grounded in family values and basic fairness. This broad support is reflected in the United States Senate, where all 100 members voted in favor of a 2015 budget amendment that supported requiring employers to provide reasonable and temporary accommodations to pregnant workers if such accommodations did not impose an undue burden on the business.

**The Pregnant Workers Fairness Act is necessary because it promotes long-term economic security and workplace fairness.** When accommodations allow pregnant women to continue to work, they can maintain income and seniority, while forced leave sets new mothers back with lost wages and missed advancement opportunities. When pregnant women are fired, not only do they and their families lose critical income, but they must fight extra hard to re-enter a job market that is especially brutal on the unemployed and on pregnant women.

**The Pregnant Workers Fairness Act is vital because it supports healthy pregnancies.** The choice between risking a job and risking the health of a pregnancy is one no one should have to make. Women who cannot perform some aspects of their usual duties without risking their own health or the health of their pregnancy, but whose families cannot afford to lose their income, may continue working under dangerous conditions. There are health consequences to pushing women out of the workforce as well. Stress from job loss can increase the risk of having a premature baby and/or a baby with low birth weight. In addition, women who are not forced to use their leave during pregnancy may have more leave available to take following childbirth, which in turn facilitates breastfeeding, bonding with and caring for a new child, and recovering from childbirth.

For all of these reasons, we urge you to co-sponsor the Pregnant Workers Fairness Act. We welcome the opportunity to provide you with additional information.

Sincerely,

1,000 Days

9to5, National Association of Working Women

9to5 California

9to5 Colorado

9to5 Georgia

9to5 Wisconsin

A Better Balance

Advocates for Youth

AEU

African American Ministers in Action

AIDS Foundation of Chicago

Alliance for Early Care and Education

Alliance for Justice

Ameinu (Our People)

American Academy of Nursing

American Association of University Women (AAUW)

American Civil Liberties Union

American Federation of Labor-Congress of Industrial Unions

American Federation of Government Employees, AFL/CIO

Department for Professional Employees, AFL-CIO

Washington State Labor Council, AFL-CIO

American Federation of State, County and Municipal Employees

American Federation of Teachers

American Medical Women's Association

American Nurses Association

Association of Reproductive Health Professionals (ARHP)

Association of Women's Health, Obstetric and Neonatal Nurses

Atlanta Women for Equality

Bazelon Center

Black Women's Health Imperative

Black Women's Roundtable of the National Coalition on Black Civic Participation

Boston Workmen's Circle

California Association for Micro Enterprise Opportunity

California Women's Law Center

Catalyst

Catholics for Choice

Center for American Progress Action Fund

Center for Community Change Action

Center for Law and Social Policy (CLASP)

Center for Reproductive Rights

Center for Women Policy Studies  
Center for WorkLife Law, University of California Hastings College of  
the Law  
Centering Healthcare Institute  
Central Arizona National Lawyers Guild  
Central Conference of American Rabbis  
Chicago Foundation for Women  
Child Care Aware of America  
Childbirth Connection  
Cleveland Jobs with Justice  
Citizen Action/IL  
Citizen Action of New York  
Coalition of Labor Union Women  
Coalition on Human Needs  
Colorado Fiscal Institute  
Colorado Organization for Latina Opportunity and Reproductive Rights  
(COLOR)  
Communications Workers of America  
Community Service Society  
Congregation of Our Lady of Charity of the Good Shepherd, US  
Courage Campaign  
DC Abortion Fund  
DC Coalition Against Domestic Violence  
Demos  
Direct Care Alliance  
Disciples Center for Public Witness  
Disciples Women, Christian Church (Disciples of Christ)  
Economic Opportunity Institute  
Economic Policy Institute Policy Center  
Equal Pay Today  
Equal Rights Advocates  
Every Child Matters Education Fund  
Faith in Public Life  
Family and Children's Ministries, Disciples Home Missions, Christian  
Church (Disciples of Christ)  
Family Equality Council  
Family Forward Oregon  
Family Values @ Work Consortium  
Feminist Majority  
First 5 California

First Focus Campaign for Children  
First Shift Justice Project  
Florida Consumer Action Network  
Florida Federation of Business and Professional Women's Club, Inc.  
FORGE, Inc.  
Forward Together  
Gender Justice  
Georgia Rural Urban Summit  
Hadassah, The Women's Zionist Organization of America, Inc.  
Healthy Teen Network  
Heartland Alliance for Human Needs & Human Rights  
HIV Prevention Justice Alliance (HIV PJA)  
HOPE'S DOOR  
Human Rights Project for Girls  
Immigrant Service Providers Group/Health  
Institute for Science and Human Values  
Iowa Citizen Action Network  
JALSA - the Jewish Alliance for Law & Social Action  
Jewish Labor Committee  
    Jewish Labor Committee Western Region  
Jewish Women International  
Jewish Women's Foundation of New York  
Job Opportunities Task Force  
Jobs With Justice  
Keystone Progress  
Know Your IX  
Lambda Legal  
The Leadership Conference on Civil and Human Rights  
Legal Aid at Work  
Legal Momentum  
Legal Voice  
Lift Louisiana  
Maine People's Alliance  
Main Street Alliance  
Maine Women's Lobby  
Make it Work  
MANA, A National Latina Organization  
Maryland Women's Coalition for Health Care Reform  
Maryland Women's Political Caucus  
Maternity Care Coalition

Meiklejohn Civil Liberties Institute  
Methodist Federation for Social Action  
Mexican American Legal Defense and Educational Fund  
Michigan Citizen Action  
Mom-mentum  
MomsRising  
Mothering Justice  
Ms. Foundation for Women  
NAACP  
National Advocacy Center of the Sisters of the Good Shepherd  
National Advocates for Pregnant Women  
National Asian Pacific American Women's Forum (NAPAWF)  
National Association of Commissions for Women (NACW)  
National Association of Letter Carriers, Branch 214  
National Association of Mothers' Centers  
National Center for Lesbian Rights  
National Center for Transgender Equality  
National Council of Jewish Women  
National Council of La Raza (NCLR)  
National Council of Negro Women  
National Council of Women's Organizations  
National Crittenton Foundation  
National Domestic Workers Alliance  
National Employment Law Project  
National Employment Lawyers Association  
NELA/NY  
National Fair Housing Alliance  
National Federation of Business and Professional Women's Clubs-NYC  
National Institute for Reproductive Health  
National Latina Institute for Reproductive Health  
National LGBTQ Task Force Action Fund  
National Military Family Association  
National Network to End Domestic Violence  
National Organization for Women  
Bay County NOW  
Central Phoenix/Inez Casiano Chapter  
Chicago National Organization for Women  
Florida National Organization for Women  
Fort Myers/Naples National Organization for Women  
Hollywood NOW

Illinois National Organization for Women  
Louisiana NOW  
Maryland National Organization for Women  
Massachusetts National Organization for Women  
Minnesota NOW  
National Organization for Women of New Jersey  
NOW Philadelphia Chapter  
N-Ta-Nee NOW (Centre County)  
PBC Chapter of NOW  
Pennsylvania National Organization for Women  
Santa Fe NOW  
Souh Hills NOW  
Virginia NOW  
Washington State National Organization for Women  
Young Feminists and Allies: National Organization for Women's  
(NOW) Inaugural Virtual Chapter  
National Partnership for Women & Families  
National WIC Association  
National Women's Health Network  
National Women's Law Center  
National Women's Political Caucus  
Neighborhood Funders Group  
NETWORK Lobby for Catholic Social Justice  
New England Jewish Labor Committee  
New Hampshire Citizens Alliance  
New Jersey Citizen Action  
New Jersey Time to Care Coalition  
New York Paid Leave Coalition  
NGP VAN  
NH Citizens Alliance  
North Carolina Justice Center  
NYS Paid Family Leave Insurance Campaign  
Occupational and Environmental Health Center of Eastern NY  
Oregon Action  
Organization United for Respect (OUR Walmart)  
Ounce of Prevention Fund  
Partnership for Working Families  
PathWays PA  
Pediatric AIDS Chicago Prevention Initiative  
People For the American Way

Philadelphia Jewish Labor Committee  
Physicians for Reproductive Health  
Pittsburgh LCLAA  
Planned Parenthood Federation of America  
    Planned Parenthood of Western New York  
PowHer New York  
Progressive Maryland  
Progress Ohio  
Citizen Action of Wisconsin  
Progressive National Baptist Convention, Inc.  
ProgressNow  
Public Health Institute of Metropolitan Chicago  
Public Justice Center  
Raising Women's Voices for the Health Care We Need  
Reconstructionist Rabbinical College/Jewish Reconstructionist  
Communities  
Religious Coalition for Reproductive Choice  
Religious Institute  
RESOLVE: The National Infertility Association  
Restaurant Opportunities Centers United  
    ROC-Miami  
RESULTS  
Retail Action Project (RWDSU)  
Sargent Shriver National Center on Poverty Law  
SEIU  
    1199/United Health Care Workers East - SEIU  
Sexuality Information and Education Council of the U.S. (SIECUS)  
Society for Women's Health Research  
Southwest Women's Law Center  
Sugar Law Center for Economic and Social Justice  
Tennessee Citizen Action  
The Every Child Matters Education Fund  
The Indiana Toxics Action Project  
The Praxis Project  
The Religious Coalition for Reproductive Choice  
The Voter Participation Center  
The What To Expect Foundation  
The Women's Fund of Long Island  
The Women's Law Center of Maryland  
The Workmen's Circle



Transport Workers Union Working Women's Committee  
T'ruah: The Rabbinic Call for Human Rights  
U.S. Breastfeeding Committee  
United Food & Commercial Workers International Union  
    UFCW Local 5  
    UFCW Local 7  
UltraViolet  
UN Women - Greater L.A. Chapter (of USNC)  
Union for Reform Judaism  
Unitarian Universalist Association of Congregations  
Unitarian Universalist Women's Federation  
United Action for Idaho  
United Church of Christ, Justice & Witness Ministries  
United Steelworkers  
United We Dream Action  
URGE: Unite for Reproductive & Gender Equity  
USAction  
Virginia Organizing  
Voices for Children in Nebraska  
Voices for Illinois Children  
Voices for Progress  
Voices for Vermont's Children  
Washington Area Women's Foundation  
Washington Community Action Network  
Western Center on Law and Poverty  
West Virginia Citizen Action Group  
Wider Opportunities for Women  
Women AdvaNCe  
Women Employed  
Women of Reform Judaism  
Women's Bar Association of the District of Columbia  
Women's Employment Rights Clinic, Golden Gate University School of  
Law  
Womens Fund of Long Island  
Women's Fund of Rhode Island  
Women's Law Project  
Women's Media Center  
Women's Rights and Health Working Group of Bay Indivisible  
Workforce 21C  
Young Invincibles

Young Workers United

YWCA USA

YWCA Central Maine

YWCA Greater Austin

Zero to Three