

Congress of the United States
Washington, DC 20510

November 10, 2022

The Honorable Charles E. Schumer
Majority Leader
United States Senate
Washington, D.C. 20510

The Honorable Mitch McConnell
Minority Leader
United States Senate
Washington, D.C. 20510

Dear Majority Leader Schumer and Minority Leader McConnell,

We write to thank you for your continued support of S. 4431, the Pregnant Workers Fairness Act (PWFA), and to respectfully urge you to pass the legislation without delay. This bill is critically important to the health and wellbeing of women and families and would further Congress' goal of advancing safe workplaces free from discrimination.

Despite passage of the Pregnancy Discrimination Act in 1978, which made it illegal to discriminate against workers on the basis of pregnancy, childbirth, or related medical conditions, pregnant workers continue to be forced out of jobs and denied reasonable accommodations. In fact, according to a recent report, two-thirds of pregnant workers are losing their pregnancy accommodation cases in federal court. A 2013 study estimated that 250,000 women per year are denied accommodations, and many more do not ask for the accommodations they need to work and maintain a healthy pregnancy. These include a warehouse employee in Tennessee who suffered a miscarriage after lifting heavy boxes and being denied light duty; a retail worker in Kansas who was fired because she needed to carry a water bottle to stay hydrated; and a hardware assembler in Ohio who was terminated after her doctor recommended she not lift more than 20 pounds.

No one should have to choose between a healthy pregnancy and a paycheck. More than 85 percent of women will become mothers at some point in their working lives, and most can't afford not to work, especially with a baby on the way. That's why the Pregnant Workers Fairness Act is a bipartisan priority and a public health and economic imperative. By clarifying that employers must, absent undue hardship, make reasonable accommodations for pregnant and postpartum workers – such as allowing workers to have a stool to sit, space to express breastmilk, or to carry a water bottle – PWFA can lead to fewer preterm births, prevent lower birth weight, reduce the risk for miscarriages, and improve maternal health. To quote the U.S. Conference of Catholic Bishops, “These and other efforts to protect pregnant workers and new

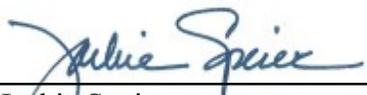
mothers should be applauded as they demonstrate a respect for life, family, and the dignity of workers.”

The wide-ranging support from faith organizations, maternal health groups, business associations, the U.S. Chamber of Commerce, Society for Human Resource Management, and National Retail Federation, labor unions, and women’s and civil rights organizations proves that this is an issue whose time has come. Business leaders appreciate the predictability of a clear and enforceable rule and recognize that women’s labor force participation is key to the strength of the economy. At a time when there are still 808,000 fewer women in the labor force than before the pandemic, representing 100 percent of net labor force leavers, Congress must enable more women to work and maintain their financial stability by strengthening protections for pregnant workers.

The Pregnant Workers Fairness Act is pro-family legislation that addresses the pervasive and pernicious challenge of workers being pushed out of their jobs and denied reasonable accommodations. It answers the clarion call of women desperate to not have to choose between a healthy pregnancy and a job. As Members of the House, we were proud to support the legislation in a strong, bipartisan vote of 315-101. We are heartened that the legislation has the votes to pass the Senate and stand ready to assist your efforts in advancing the bill to the President’s desk.

Thank you for your consideration.

Sincerely,



Jackie Speier
Member of Congress



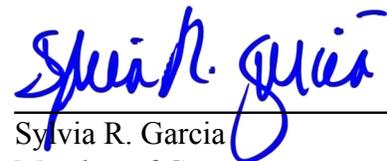
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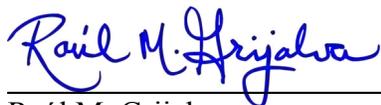
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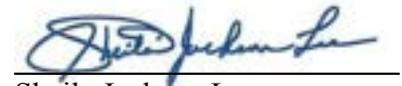


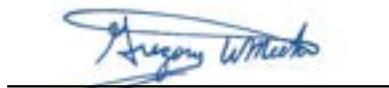
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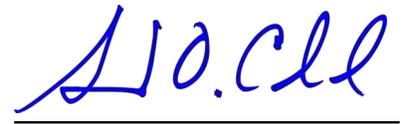


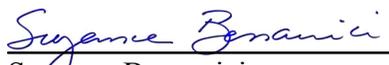
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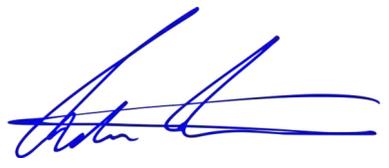

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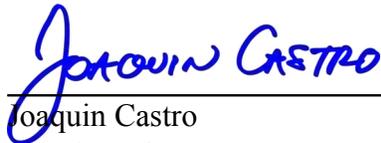

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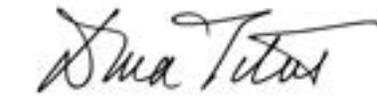
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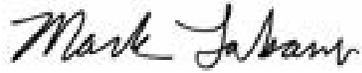
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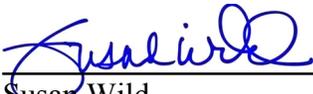
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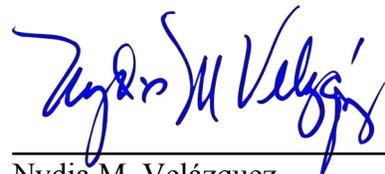
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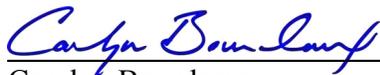
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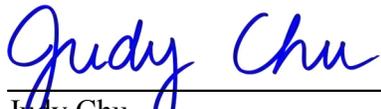
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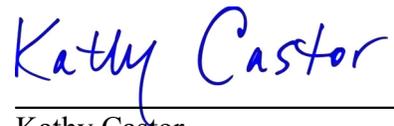
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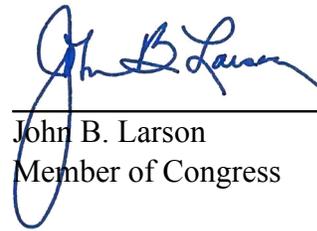
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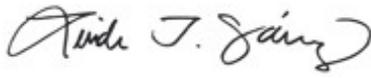
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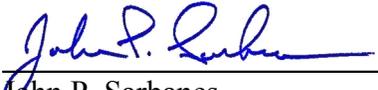
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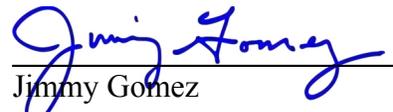
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