

January 11, 2022

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

Dear Leader Schumer:

Thank you for your longstanding leadership in support of women and families and for continuing to tackle critical issues that meet the needs of our nation. As organizations that promote economic security, and gender, racial, and health equality and justice for women, we are asking that you continue that support by ensuring the Pregnant Workers Fairness Act (S. 1486) passes without delay.

The need for the Pregnant Workers Fairness Act is critical and the time to act is now. Pregnant workers—especially low-income frontline workers and mothers of color—are struggling due to the pandemic and economic crises. They are routinely being denied the reasonable accommodations they need to protect their health and stay attached to the workforce.

Over 200 organizations, including women's rights, worker's rights, maternal health and racial justice organizations, and unions, support this legislation because it is fundamental to the health and economic wellbeing of pregnant people in this country and an issue of increasing urgency. In May 2021, the bill passed the House of Representatives with overwhelming support in a vote of 315-101. In August 2021, it passed through the Health, Education, Labor, and Pensions Committee, again with overwhelming support, and is well positioned to pass the Senate in its current form in order to be signed into law by President Biden.

In 2022, it is unacceptable that pregnant workers are suffering because there is no law providing an affirmative right to accommodations for pregnancy, childbirth or related medical conditions, including lactation. More than 5 million women lost their jobs in 2020, a large percentage of whom have been unable to return to work due to caregiving responsibilities and a lack of available social and workplace supports, including access to temporary, reasonable workplace accommodations for pregnancy-related limitations.

The health and economic consequences of this unfair and discriminatory treatment are profound. Pregnant workers, especially Black women and Latinas in low-paid jobs, are routinely pushed out onto unpaid leave or out of work altogether when they need pregnancy accommodations, threatening their families' economic security just when they need the income the most. Others have no choice but to risk their health in order to financially provide for their families, sometimes with devastating results for maternal and infant health—exacerbating existing public health crises in this country, including racial disparities in health outcomes. Pregnant workers need help today and should not have to wait a moment longer for the protections they need and deserve. They need the Pregnant Workers Fairness Act.

The Pregnant Workers Fairness Act is long overdue. The bill would close harmful gaps in current law that leave pregnant workers forced to choose between their health and a paycheck. Nearly two-thirds of pregnant workers today are still losing their pregnancy accommodations cases under the Pregnancy Discrimination Act, despite a new legal standard set forth for evaluating pregnancy accommodation cases in the 2015 Supreme Court case *Young v. UPS*. Pregnant workers are also routinely denied accommodations under the Americans with Disabilities Act because their medical needs do not constitute a disability under the law. The Pregnant Workers Fairness Act would create a clear national framework requiring employers to provide reasonable accommodations to pregnant workers absent undue hardship, accommodations such as avoiding heavy lifting, taking more frequent bathroom breaks, sitting on a stool instead of standing during a shift, or carrying a water bottle.

The Pregnant Workers Fairness Act is necessary because it promotes healthy pregnancies, long-term economic security, and workplace fairness. Accommodations allow pregnant workers to continue to work and stay attached to the labor force, which is all the more important as employers need more employees and workers seek careers where they can thrive. Forced leave too often means not only lost pay, but lost health insurance or discontinuation in health care, loss of seniority, and other benefits. Job losses can lead to sudden economic shocks, including debt, housing insecurity, and food insecurity. While public benefits provide some supports, gaps in these programs mean that families often still do not have what they need to make ends meet.

The choice between risking a job and risking the health of a pregnancy is one no one should have to make. Please honor our nation's pregnant workers, especially pregnant workers of color who have so often shouldered frontline responsibilities during this pandemic, by ensuring the Pregnant Workers Fairness Act passes without delay.

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1,000 Days  
2020 Mom  
9to5  
9to5 Georgia  
A Better Balance  
Academy of Nutrition and Dietetics  
Action Ohio Coalition for Battered Women  
African American Ministers In Action  
Alaska Breastfeeding Coalition  
American Academy of Pediatrics  
American Association of University Women (AAUW)  
AAUW Indianapolis  
American Civil Liberties Union  
Anitab.org  
Asset Building Strategies  
Association of Maternal & Child Health Programs  
Association of State Public Health Nutritionists  
Black Mamas Matter Alliance (BMMA)  
Breastfeeding Family Friendly Communities

BreastfeedLA  
California WIC Association  
California Women's Law Center  
California Work & Family Coalition  
Center for Public Justice  
Center For Reproductive Rights  
Center for WorkLife Law  
Child Care Law Center  
Christine's Care & Compassion, LLC  
Clearinghouse on Women's Issues  
Clergy and Laity United for Economic Justice  
Coalition for Restaurant Safety & Health  
Coalition of Labor Union Women, AFL-CIO  
Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces  
Disability Rights Education & Defense Fund  
Dorothy Day Catholic Worker, Washington DC  
Early Childhood Alliance  
Equal Rights Advocates  
EVMS, Minus 9 to 5  
Faith Choice Ohio  
Family Equality  
First Focus Campaign for Children  
Gender Equality Law Center  
Grandmothers for Reproductive Rights (GRR!)  
Greater Louisville Inc.  
Hawai'i Children's Action Network Speaks!  
Healthier Moms and Babies  
Healthy and Free Tennessee  
Healthy Mothers, Healthy Babies Coalition of Georgia  
HealthyWomen  
Hoosier Action  
Human Rights Watch  
ICNA Council for Social Justice  
In Our Own Voice: National Black Women's Reproductive Justice Agenda  
Indiana Breastfeeding Coalition  
Indiana Chapter of the American Academy of Pediatrics  
Indiana Coalition Against Domestic Violence, Inc.  
Indiana Community Action Poverty Institute  
Indiana Minority Health Coalition  
Indiana Public Health Association  
Indiana Statewide Independent Living Council (INSILC)  
Indianapolis Urban League  
Institute for Women's Policy Research  
International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)  
Justice for Migrant Women

Kansas Action for Children  
Kansas Breastfeeding Coalition  
KWH Law Center for Social Justice and Change  
Jewish Women International, Inc.  
Legal Aid at Work  
Legal Momentum, The Women's Legal Defense and Education Fund  
Maine Women's Lobby Education Fund  
March of Dimes  
Maternal Mental Health Leadership Alliance  
MCCOY (Marion County Commission on Youth, Inc.)  
Michigan Breastfeeding Network  
Mississippi Black Women's Roundtable  
Mom Congress  
MomsRising/MamásConPoder  
Monroe County NOW  
NARAL Pro-Choice America  
National Advocacy Center of the Sisters of the Good Shepherd  
National Association of Pediatric Nurse Practitioners  
National Association of Social Workers, Maine Chapter  
National Association of Social Workers, NH Chapter  
National Association of Social Workers, Vermont Chapter  
National Center for Lesbian Rights  
National Council of Jewish Women  
National Council of Jewish Women CA  
National Education Association  
National Employment Law Project  
National Employment Lawyers Association  
National Latina Institute for Reproductive Justice  
National Network to End Domestic Violence  
National Organization for Women  
National Partnership for Women and Families  
National Urban League  
National WIC Association  
National Women's Law Center  
NC Child  
NETWORK Lobby for Catholic Social Justice  
New Mexico Breastfeeding Task Force  
North Carolina Justice Center  
Ohio Alliance to End Sexual Violence  
Ohio NOW Education and Legal Fund  
Oxfam America  
Peirce Consulting LLC  
Pennsylvania Chapter of National Organization for Women  
Philly CLUW  
Physicians for Reproductive Health  
Planned Parenthood Federation of America

Poder Latinx  
Postpartum Support Virginia  
PowHer New York  
Pretty Mama Breastfeeding LLC  
Prevent Child Abuse North Carolina  
Public Advocacy for Kids  
RESULTS  
RESULTS DC/MD  
ROC United  
Sharon Eisbart-Corporate Art  
Shriver Center on Poverty Law  
SisterReach  
Society of Women Engineers  
Southwest Women's Law Center  
SPAN Parent Advocacy Network  
Speaking of Birth  
The Episcopal Church  
The Leadership Conference on Civil and Human Rights  
The Little Timmy Project  
The National Domestic Violence Hotline  
The Ohio Women's Public Policy Network  
The Women's Law Center of Maryland  
Tidewater Coaching  
U.S. Breastfeeding Committee  
UFCW International Union  
Ujima Inc., The National Center on Violence Against Women in the Black Community  
Union for Reform Judaism  
United Church of Christ Justice and Local Church Ministries  
United Electrical, Radio and Machine Workers of America (UE)  
Virginia Breastfeeding Advisory Committee  
West Virginia Breastfeeding Institute  
Western Kansas Birthkeeping LLC  
Wichita Birth Justice Society  
William E. Morris Institute for Justice  
Women4Change  
Women Employed  
Women of Reform Judaism  
Women's Law Project  
Women's Media Center  
Women's Rights and Empowerment Network  
Work Baby Balance  
Workplace Fairness  
WV Perinatal Partnership, Inc.  
YMCA of Greater Cincinnati  
YWCA Greater Cincinnati  
YWCA Mahoning Valley

YWCA McLean County  
YWCA of the University of Illinois  
YWCA USA  
ZERO TO THREE