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the work and family legal center



# From Statehouses to Congress



Paving the Way for the Federal  
Pregnant Workers Fairness Act



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## Paving the Way for the Federal Pregnant Workers Fairness Act

**A Better Balance**, a national nonprofit advocacy organization, uses the power of the law to advance justice for workers, so they can care for themselves and their loved ones without jeopardizing their economic security. Through legislative advocacy, direct legal services and strategic litigation, and public education, our expert legal team combats discrimination against pregnant workers and caregivers and advances supportive policies like paid sick time, paid family and medical leave, fair scheduling, and accessible, quality childcare and eldercare. When we value the work of providing care, which has long been marginalized due to sexism and racism, our communities and our nation are healthier and stronger.

Call A Better Balance's national legal helpline at **1-833-NEED-ABB** for free and confidential information about your workplace rights around caring for yourself and your family.



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This report is an update to the state-by-state legislative history section of A Better Balance's 2019 report *Long Overdue: It Is Time for the Pregnant Workers Fairness Act* by **Dina Bakst**, **Elizabeth Gedmark**, and **Sarah Brafman**. The original report and this updated report include significant contributions from **Beth Potter**, **Feroza Freeland**, **Dana Bolger**, and **Anusha Ravi**.

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# Introduction

In 2022, pregnant workers are still terminated, forced off their jobs, and punished at work simply because they require a modest change, like light duty, a stool, or access to water, in order to stay healthy and employed. The federal Pregnant Workers Fairness Act is legislation pending in Congress<sup>1</sup> that would allow pregnant workers to request reasonable accommodations they need for their health and economic security—ensuring no one has to choose between a paycheck and the health of their pregnancy. The Pregnant Workers Fairness Act, having twice passed the U.S. House of Representatives with overwhelming support from Democrats, Republicans, and Independents,<sup>2</sup> and having passed through the U.S. Senate Health, Education, Labor, and Pension (HELP) Committee, again with overwhelming support,<sup>3</sup> is one Senate vote away from passage—the closest the legislation has come to the finish line in ten years of advocacy.

**The strong momentum of the federal bill did not happen overnight. Its success can be strongly tied to momentum at the state and local level. States—whether red, blue, purple, or in between—have truly paved the way for federal legislation. In the states, we honed key arguments and garnered support from a diverse set of lawmakers and stakeholders in favor of strengthening anti-discrimination law to guarantee reasonable accommodations for pregnant workers.**

A Better Balance is proud to have worked closely with local advocates on almost all of the state and local campaigns since the Pregnant Workers Fairness Act was introduced in 2012, including leading conversations with business organizations to gain their support. This was replicated at the federal level in early 2020 when the U.S. Chamber of Commerce supported the Pregnant Workers Fairness Act.<sup>4</sup>

Over the last decade, in 30 states, D.C. and five localities, legislators on both sides of the aisle, as well as business groups and other stakeholders, made many compelling arguments in favor of reasonable accommodations for pregnant workers including a desire to:

- update and strengthen the law<sup>5</sup>
- combat pregnancy discrimination in the workplace<sup>6</sup>
- support healthy pregnancies<sup>7</sup>
- promote women's economic security<sup>8</sup>



- keep women in the workforce<sup>9</sup>
- reduce costly litigation for businesses<sup>10</sup>
- reduce the number of workers receiving public assistance<sup>11</sup>
- improve employee retention, morale, and productivity<sup>12</sup>
- act urgently to support maternal health and family economic security during the pandemic<sup>13</sup>

In her testimony in support of a state-level pregnant workers fairness bill, Iris Wilbur, Director of Government Affairs at Greater Louisville Inc.—the metro Louisville, Kentucky chamber of commerce—underscored that “[i]n today’s historically tight labor market, we need to make sure that anyone who wants to work is able to work and participate in the workforce. . . . [This bill] balances the need to support women in the workplace while clearly and concisely defining what constitutes reasonable accommodations and when an employer is and is not obligated to provide them.”<sup>14</sup> A Better Balance later introduced Ms. Wilbur to staff in the U.S. House Education and Labor Committee, facilitating her testimony before Congress in the “Long Over Due” hearing of 2019. The ranking member of the sub-committee, Rep. James Comer, an unlikely supporter, began his statement that day by first welcoming his friend, Iris Wilbur, and later voted in favor of the legislation.<sup>15</sup>

**Since passage, workers in these states have greatly benefited from legal protections allowing them to continue to support their families without risking their health or safety. For example, Floralba Espinal, former A Better Balance client, was able to use the New York City Pregnant Workers Fairness Act to get her job back after being pushed out of her job for needing light duty. Takirah Woods, A Better Balance Community Advocate and Board Member, worked in family services for a state agency and lives in a state with a pregnant workers fairness law. In 2018, Takirah feared she had no choice but to risk her health in order to keep her job after her doctor recommended she refrain from lifting over 15 pounds. A Better Balance assisted Takirah in explaining the state pregnancy accommodation law to her employer and her employer gave the job back to her and provided her with a light duty accommodation through the rest of her pregnancy. Floralba’s and Takirah’s examples demonstrate how state laws can be used to encourage quick and informal resolutions to give workers what they really need—an accommodation for their health. These success stories were also instrumental in demonstrating how the laws work in practice and making the case for the federal Pregnant Workers Fairness Act.**

Every pregnant worker, no matter where they live, deserves equality, dignity, and fairness in the workplace.



# About This Report

In 2019, A Better Balance published our report, “Long Overdue.” In essence, the publication was two reports in one—the first half articulated the stunning finding that two-thirds of pregnant workers had lost their Pregnancy Discrimination Act accommodation claims in court post-*Young v. UPS*, clearly articulating the gaps in the law and legal case for the Pregnant Workers Fairness Act. Shortly after publication, the U.S. House of Representatives held their first hearing on the Pregnant Workers Fairness Act and called it “Long Over Due.” Dina Bakst, A Better Balance Co-Founder and Co-President, testified at the hearing as the legal expert for the Committee majority.

The second half of A Better Balance’s 2019 report, “Long Overdue,” provided a comprehensive review of state legislative history from the states that have passed these laws since 2013—everywhere from South Carolina to Kentucky to Nebraska to West Virginia—making clear that this country was ready for the federal Pregnant Workers Fairness Act: one uniform standard.

Now, we are republishing and updating the state-by-state legislative history section of “Long Overdue” including information from the six states (Oregon, Maine, New Mexico, Virginia, Tennessee, and Louisiana) that have passed Pregnant Workers Fairness Act legislation since our first publication of “Long Overdue.”

As before, this report lifts up voices from state lawmakers and stakeholders to provide both a lesson and roadmap to Congress: pass the federal Pregnant Workers Fairness Act to combat discrimination and promote the health and economic security of pregnant workers and their families.

Every one of the state-level accommodation laws that have passed since 2013 passed with bipartisan, and in many cases, unanimous or near unanimous support. Moving in chronological order from those cities and states that have passed laws from 2013 onward, this report includes information from those state lawmakers and business groups who recognized the need to pass these laws, and those who recognized the many health, economic, and government benefits Pregnant Workers Fairness Act laws bring to workers, employers, and the state.



UNANIMOUS  
PASSAGE

# NEW YORK CITY

## History

In response to Dina Bakst's 2012 Op-Ed in *The New York Times*, "Pregnant, and Pushed Out of a Job," the New York City Council introduced and unanimously passed the Pregnant Workers Fairness Act in October 2013 and Mayor Bloomberg (I) signed it into law.<sup>16</sup> Council Members' primary goals for this legislation were to combat pregnancy discrimination in the workplace and promote pregnant workers' economic security.<sup>17</sup> Emphasizing that current federal and state laws were inadequate, Council Members recognized the necessity of a law explicitly requiring reasonable accommodations for pregnant workers.<sup>18</sup>

## Key Quotes

"I wish that this bill was not needed; that in 2013 pregnant women were not in danger of losing their jobs or positions of authority based on pregnancy. The Federal Pregnancy Discrimination Act was passed more than 30 years ago, but still the problem persists."<sup>19</sup>

—*Council Member Deborah Rose (D)*

"Physically demanding work—including prolonged standing, long work hours, irregular work schedules, heavy lifting, and high physical activity—has consistently been shown to be associated with a statistically significantly [sic] increased risk of preterm delivery and low birth weight. High levels of physical activity at work and work-related stress have also been found to be associated with increased risk for pregnancy-induced hypertension."<sup>20</sup>

—*Dr. Wendy Chavkin, MD, MPH, Professor of Population and Family Health and Obstetrics-Gynecology, Columbia University in a letter to bill sponsor Council Member James Vacca*

# PHILADELPHIA

## History

In December 2013, soon after New York City passed the NYC PWFA, the Philadelphia City Council passed an ordinance requiring accommodations for pregnant workers, and Mayor Michael Nutter signed it into law in January 2014.<sup>21</sup> Philadelphia City Council Member William Greenlee emphasized the importance of hearing and recognizing real women's stories of being pushed out of the job after becoming pregnant.<sup>22</sup>

## Key Quotes

"I think it just addresses a very basic need, and we use the words that I think make it really clear, reasonable accommodations for pregnant workers. Those reasonable accommodations, things like letting women take a little extra break, letting them drink water at their workplace, using restrooms a little more frequently, that kind of thing most employers do anyway, but unfortunately sometimes we have to pass the laws that deal with folks that do not."<sup>23</sup>

—*Council Member William Greenlee (D, sponsor)*

"The economic security of Philadelphia families depends on the job security of working women. About 53 percent of Philadelphia children are raised by just one parent, the vast majority in female-run households. . . . Very simply put, women cannot afford to lose their jobs or income due to pregnancy or childbirth."<sup>24</sup>

—*Rue Landau, Executive Director, Philadelphia Commission on Human Relations*

"At the Commission, we have seen cases of pregnant women working in Philadelphia who have been forced to choose between their wages and their health. In many of these cases, the Commission was powerless to help the women because of the limits of current law. . . . The Commission supports this bill because it would make these kinds of employer actions illegal and fill an important gap in employment protections for pregnant women."<sup>25</sup>

—*Reynelle Staley, Deputy Director of Compliance Division, Philadelphia Commission on Human Relations*



# NEW JERSEY

BIPARTISAN,  
NEAR  
UNANIMOUS  
PASSAGE

## History

The New Jersey law requiring reasonable accommodations for pregnant workers passed just one vote shy of unanimity in 2013 and Governor Chris Christie (R) signed it into law in January 2014.<sup>26</sup> Senator Loretta Weinberg, the bill's sponsor, argued that the legislation was necessary to prevent workplace discrimination against pregnant women.<sup>27</sup> She emphasized that low-wage pregnant workers have a particular need for reasonable accommodations in order to remain working and supporting their families.<sup>28</sup>

## Key Quotes

“This bill quite simply prohibits workplace discrimination against women affected by pregnancy, childbirth, or related medical conditions, and only asks for reasonable accommodations so that a woman can continue to earn a living while pregnant, affording security to her and her family.”<sup>29</sup>

—*Sen. Loretta Weinberg (D, sponsor)*

“The impact of the legislation can also be positive for companies. For example, retaining pregnant employees throughout their pregnancies will allow employers to benefit from continued work by trained employees. This in turn allows for continuity of operations and job performance and is likely cost efficient—job skills and institutional knowledge are maintained and training of others is possibly avoided, or at a minimum delayed. And workers who are able to be accommodated will have fewer reasons to be absent.”<sup>30</sup>

—*New Jersey Law Journal, “N.J.’s Pregnant Worker’s Fairness Act: The Impetus, Impact and Hidden Benefits for Employers”*



# MINNESOTA

BIPARTISAN  
PASSAGE

## History

The Minnesota reasonable accommodation law, passed with strong bipartisan support, and went into effect on Mother's Day 2014.<sup>31</sup> The law was part of the Women's Economic Security Act, a package of bills intended to promote equal opportunities for women.<sup>32</sup> Representative Carly Melin, the bill's sponsor, was pregnant herself when the bill was debated, and offered a personal perspective on the issue.<sup>33</sup> **"Being that I am expecting myself, it has really opened my eyes to the problems in the workplace facing women,"** she said.<sup>34</sup>

## Key Quotes

"This is not about giving people special treatment. This is about not discriminating against people."<sup>35</sup>

—Rep. Carly Melin (D, sponsor)

"This is about economic security for working families and lifting women out of poverty."<sup>36</sup>

—Rep. Carly Melin (D, sponsor)



# WEST VIRGINIA

BIPARTISAN,  
NEAR  
UNANIMOUS  
PASSAGE

## History

The West Virginia Pregnant Workers' Fairness Act passed in 2014, just one vote shy of unanimous passage, with the intent of eliminating discrimination and promoting women's health and economic security.<sup>37</sup> West Virginia legislators argued that the bill would protect the health of women and children while allowing pregnant workers to keep their jobs.<sup>38</sup>

**A local Chamber of Commerce "did not oppose" the bill.<sup>39</sup>**

## Key Quotes

"It was something that we had pursued for several years. We had heard reports over the years of pregnant women being discomfited by their employers. We were very much compelled to do something because of the anecdotal evidence we had, and we also knew it was a burgeoning national issue. I'm very proud that we were able to get this done."<sup>40</sup>

—*Delegate Don Perdue (D, sponsor)*



**Paul Espinosa**

@PaulEspinosa\_WV



Voted "Yes" on HB 4284, Pregnant Workers' Fairness Act. Passed 94-0. — at West Virginia Legislature. . . .<sup>41</sup>

12:44 PM - Feb. 5, 2014

—*Delegate Paul Espinosa (R)*

# DELAWARE

UNANIMOUS  
PASSAGE

## History

Delaware legislators unanimously passed a law requiring reasonable accommodations for pregnant workers in 2014.<sup>42</sup> State Senator Colin Bonini (R), the bill's sponsor, argued that reasonable accommodations would allow pregnant women to remain working and keep them from seeking public assistance.<sup>43</sup>

**The Delaware State Chamber of Commerce had “no issues with the bill.”<sup>44</sup>**

## Key Quotes

“From a fiscal-conservative standpoint, we don't want people to lose their jobs and get on public assistance. We want women to work and to have successful pregnancies and successful families. This just made so much sense.”<sup>45</sup>

—*Sen. Colin Bonini (R, sponsor)*

“We want to encourage women to be able to keep their jobs. . . . And we want to encourage women to have successful families.”<sup>46</sup>

—*Sen. Colin Bonini (R, sponsor)*

“Nobody had any problem at all with this bill. Nothing from the Chamber (of Commerce).”<sup>47</sup>

—*Sen. Colin Bonini (R, sponsor)*

“This policy is so obvious that it's tremendously frustrating that it hasn't happened. This is a public policy slam dunk. Do we want women to keep their jobs? Of course we do.”<sup>48</sup>

—*Delaware State Senator Colin Bonini (R) speaking at a Congressional briefing in support of the federal Pregnant Workers Fairness Act*

# ILLINOIS

UNANIMOUS  
PASSAGE

## History

Illinois passed a law requiring reasonable accommodations for pregnant workers in August 2014 with unanimous, bipartisan support and the law went into effect on January 1, 2015.<sup>49</sup> Illinois state legislators spoke about the need to supplement existing laws in order to eliminate discrimination against pregnant women, protect women's economic security, and protect women's health.<sup>50</sup> They also argued that the law would benefit businesses and decrease litigation.<sup>51</sup>

Among the lawmakers who voiced support for the bill were Representative Emily McAsey, a new mother, and Representative Jehan Gordon-Booth, who was currently pregnant.<sup>52</sup> Illinois governor Pat Quinn signed the bill into law, saying, "Women should not have to choose between being a mother and having a job. These common-sense accommodations will provide peace of mind, safety and opportunity for moms-to-be and also help strengthen our workforce across the state."<sup>53</sup>

**The Illinois Chamber of Commerce's Employment Law Council took a neutral stance on the bill, saying that opposing the law was "like being against motherhood."<sup>54</sup>**

## Key Quotes

"I was a small business employer, so I looked at this language very seriously. I employed 20 architects and various employees, over half of them were female employees. . . . I would argue that this language in this Bill is reasonable. To be able to allow reasonable accommodation so that my female employees could serve our clients is good for an employer. It allows me to keep on deadline, to keep serving our clients, and to allow women to be able to contribute to the workforce and work through their pregnancy."<sup>55</sup>

—Rep. Carol Sente (D)

"Sorry for rising so slowly, but luckily, I serve here in the General Assembly where I can prop my feet up underneath my desk on a garbage can that's been flipped over. Those accommodations have been provided to me by the General Assembly, so thank you so very much. . . . All women in this state don't have the same privileges that myself, Representative McAsey, yourself, and other women who have had children, while they also worked and helped to take care and provide for their families."<sup>56</sup>

—Rep. Jehan Gordon-Booth (D)



# DISTRICT OF COLUMBIA

UNANIMOUS  
PASSAGE

## History

The District of Columbia passed the Protecting Pregnant Workers Fairness Act in October 2014, and it went into effect in March 2015.<sup>57</sup> The bill was intended to eliminate discrimination and promote women's health and economic security.<sup>58</sup> The report on the bill from the Committee on Business, Consumer, and Regulatory Affairs noted that the bill was "essential to closing the gap between the intent of the PDA and the current reality, where pregnant women can face health risks and financial ruin."<sup>59</sup> The report also noted that the law would benefit business by reducing turnover costs, improving retention, increasing employee morale and productivity, and reducing litigation costs.<sup>60</sup>

## Key Quotes

"The overall arch of this bill is to provide opportunities for pregnant women to continue to be able to work in the workplace."<sup>61</sup>

—*Council Member Vincent Orange (D, sponsor)*

"This bill will help provide for a better quality of life for pregnant workers as they go through the processes of providing new life in this city."<sup>62</sup>

—*Council Member Vincent Orange (D, sponsor)*

# NEBRASKA

## History

The Supreme Court decided *Young v. UPS* while the Nebraska legislature was considering a state pregnancy accommodation bill.<sup>63</sup> Before the final vote, Senator Heath Mello argued that a law giving pregnant workers the affirmative right to reasonable accommodations was still necessary after *Young*, saying, “What the Supreme Court did in its decision was to create a new adjudication process within the constraints of the existing law that lays out how to compare a pregnant worker with other employees. . . . L.B. 627 is still needed because it moves Nebraska from using the confusing and complicated comparative standard used in the Pregnancy Discrimination Act to using a reasonable accommodation standard similar to current laws regarding workers with disabilities.”<sup>64</sup>

**Bob Hallstrom, a lobbyist for the Nebraska Federation of Independent Businesses (NFIB), said the bill was “not a big concern” and Senator Mello emphasized, “There’s a reason why the Nebraska Chamber of Commerce did not oppose this bill. There’s a reason the Nebraska Federation of Independent Businesses did not oppose this bill, and those are the voices for small business and big business in our state because right now, under current law, there is a lot of gray matter as it relates to pregnancy in regards to trying to provide accommodation to a pregnant worker.”<sup>65</sup>**

## Key Quotes

“I believe this is a bill that we need to ensure that women can confidently remain employed as they are nursing children and that’s an important part of. . . our workforce.”<sup>66</sup>

—*Sen. Lydia Brasch (R)*

“The temporary nature of pregnancy accommodations indicate[s] that they would be similarly inexpensive. Providing accommodations for employees have also been shown to improve employee retention, morale, and productivity.”<sup>67</sup>

—*Sen. Heath Mello (D, sponsor)*



# NORTH DAKOTA

BIPARTISAN,  
NEAR  
UNANIMOUS  
PASSAGE

## History

North Dakota passed a bill requiring reasonable accommodations for pregnant workers in April 2015 and Republican Governor Jack Dalrymple signed it into law.<sup>68</sup> Representative Naomi Muscha, the bill's sponsor, argued that the law was needed to provide protections to pregnant workers that are not provided under the American with Disabilities Act, Pregnancy Discrimination Act, and Family and Medical Leave Act, and noted that employers sometimes use FMLA leave against pregnant workers by insisting that they take leave time instead of providing them with simple accommodations.<sup>69</sup> Representative Muscha also noted how businesses can benefit from providing reasonable accommodations through the resulting increase in employee morale.<sup>70</sup>

## Key Quotes

“Statistics show that the majority of pregnant workers who need some slight accommodations are low-wage earners or in nontraditional occupations. Very frequently the women are primary breadwinners in the family or even the sole-breadwinner. If they are forced to leave work unpaid, it's not just the woman who suffers, but rather the whole family.”<sup>71</sup>

—*Rep. Naomi Muscha (D, sponsor)*

“[This legislation] would add pregnancy to the list of circumstances where an employer must provide a reasonable accommodation. The Department [of Labor] would interpret HB 1463 to require the same type of accommodations that an employer must provide to an individual with a disability... Therefore, the Department would use the same analysis and factors to complaints from a pregnant employee that it currently uses for complaints from individuals with disabilities...”<sup>72</sup>

—*Troy Seibel, Commissioner of Labor to Republican Governor Jack Dalrymple*





# RHODE ISLAND

UNANIMOUS  
PASSAGE

## History

After two Rhode Island cities, Providence and Central Falls, passed city pregnancy accommodation laws in 2014, Rhode Island legislators unanimously passed a law requiring employers to make reasonable accommodations for pregnant workers in June 2015.<sup>73</sup> Representative Shelby Maldonado, who had supported the Central Falls ordinance as a city councilwoman there, spoke about the need to “make sure that [pregnant workers are] able to earn their paycheck and be able to support their families. The last thing we want to do is to have a pregnant woman. . . .have a miscarriage, or. . . .be out of work for a period of time therefore depending on our taxes and social services.”<sup>74</sup> Representative Elaine Coderre spoke about how her interest in the bill was sparked after she loaned a legislative employee her office as a location to pump breastmilk, saying, “I felt it was a common-sense humanitarian kind of thing to do. There was a problem presented, I wanted to solve it, and I came up with a solution.”<sup>75</sup>

## Key Quotes

“This is what I believe is a human rights issue as well as a workplace issue. These are accommodations that must be afforded to our women in the workplace. They’re very modest. . . .And to me that attitude streamlines and makes for a more efficient and happier workplace than saying, oh that bathroom break is going to take away from my worker’s productivity. Their opinion of their job and their coworkers will improve, and that will improve their efficiency. So any counter concern to this bill to me has no credit whatsoever.”<sup>76</sup>

—*Asher Schofield, small business owner*

“The legislation that’s before you is designed to close a gap between current discrimination and disability laws in order to increase the protection for both pregnant women and new mothers in the workplace.”<sup>77</sup>

—*Rep. Shelby Maldonado (D, sponsor)*

“Having worked as a housekeeper for the past 20 years, I have seen firsthand that appropriate accommodations are not always provided to pregnant women in the workplace. The Council’s passage of this ordinance will help expectant mothers protect their health and the health of their babies.”<sup>78</sup>

—*Providence City Council member Carmen Castillo testifying in support of the Providence pregnant workers fairness bill in 2014*



# NEW YORK

UNANIMOUS  
PASSAGE

## History

Armanda Legros, A Better Balance Community Advocate, repeatedly shared her experience of being pushed off her job when she needed to avoid heavy lifting for the health of her pregnancy and advocated for new legal protections in New York. In October 2015, New York unanimously passed its pregnant workers' fairness law as part of the New York Women's Equality Agenda, a package of bills intended to eliminate discrimination and inequality based on gender.<sup>79</sup> The law went into effect January 2016. Senator Kemp Hannon (R), the bill's sponsor, said the law was necessary to fill gaps in existing law and prevent employers from discriminating against pregnant workers.<sup>80</sup> Other New York lawmakers argued that the law was necessary to protect women's health.<sup>81</sup>

## Key Quotes

"We all know today that many more women work and are a large percentage of the workforce, and many women work through their entire pregnancy, right up to being 8½ months, almost to the day that they deliver. . . . While pregnancy is not a disability. . . . all we're asking for in this is some reasonable considerations."<sup>82</sup>

—*Sen. Betty Little (R)*

"In the absence of this legislation what we're doing is saying to somebody who is pregnant: 'No, you can't continue to work. No, you can't continue to have your usual routine.' And that just puts an economic burden on the rest of society."<sup>83</sup>

—*Sen. Kemp Hannon (R, sponsor)*

"It's common sense. We want to make sure women who are pregnant are helped in all ways possible to carry to term healthy infants. We want to make sure they don't end up losing their jobs and their source of income so they're not able to care for themselves and their children."<sup>84</sup>

—*Sen. Elizabeth Krueger (D)*

"Businesses depend on a female workforce, so issues affecting women's health, safety, and economic stability must be a priority. . . . The PWFA would ensure consistency and certainty for employers while ending a particularly pernicious form of sex discrimination."<sup>85</sup>

—*Greater New York Chamber of Commerce in a letter supporting the federal Pregnant Workers Fairness Act*

# UTAH

## History

In March 2016, Utah passed a law requiring reasonable accommodations for pregnant workers.<sup>86</sup> The legislation's sponsors, two Republicans, argued it was necessary to provide additional protections not provided under federal and state antidiscrimination law.<sup>87</sup> Republican Senator Todd Weiler, the bill's sponsor, explained that because the bill borrowed language from the Americans with Disabilities Act, the law would provide clarity to employers already familiar with their responsibilities under the ADA.<sup>88</sup> Lawmakers and members of the public testifying in support of the bill also focused on its health benefits for both mothers and babies, particularly the health benefits of providing reasonable accommodations for mothers to support breastfeeding.<sup>89</sup>

**The bill passed with strong support from the business community, including support from the Salt Lake City Chamber of Commerce and the Davis Chamber of Commerce.<sup>90</sup>**

## Key Quotes

"I'm not suggesting that either pregnant or nursing mothers are disabled, but the language is borrowed from the ADA, and the good news is that we know exactly what reasonably accommodate means and what it doesn't mean, and we know exactly what unduly burdensome means and what it doesn't mean, because those issues have been litigated under the ADA for the last 25 years."<sup>91</sup>

—*Sen. Todd Weiler (R, sponsor)*

"This is a necessary bill just to make sure there's a process in place, and protects both the employer and the employee."<sup>92</sup>

—*Sen. Luz Escamilla (D)*

"Utah is a family friendly state, and this legislation reflects Utah's values. The costs to businesses for providing reasonable accommodations are small, particularly in relation to the benefits. And no woman should be placed in the untenable position of having to choose between her job and a healthy pregnancy or her job and breastfeeding her baby. In conclusion, as a small business owner and a lifelong member of the Salt Lake City community, I completely support this bill and urge all of you to do the same."<sup>93</sup>

—*Jonathan Ruga, CEO of Sentry Financial, a small business employing 20 people in Salt Lake City*

# COLORADO

## History

Colorado passed a law requiring employers to provide reasonable accommodations for pregnant workers for health conditions related to pregnancy or the physical recovery from childbirth in 2016.<sup>94</sup> Representative Faith Winter, the bill's Democratic sponsor in the Colorado General Assembly, argued that the law was necessary to clarify a convoluted area of existing law and that this clarity would benefit both workers and businesses and reduce litigation.<sup>95</sup> Senator Beth Martinez Humenik (R), another bill sponsor, emphasized that the law would protect pregnant workers' economic security and keep them from needing support from public assistance programs.<sup>96</sup>

**The Colorado Chamber of Commerce worked to “make the bill fair to workers and reasonable for manufacturers” and ultimately took a neutral position on the bill as did the Colorado Association of Commerce and Industry (CACI), the state chapter of the National Federation of Independent Business (NFIB), Denver Chamber of Commerce, and the Colorado Civil Justice League.**<sup>97</sup>

## Key Quotes

“When women are pushed out of the workplace because of their desire to have a healthy pregnancy, not only do they lose income, but they lose economic security, health benefits, insurance, especially at a time when they need it most and they need more stability for their families. This lack of stability increases the amount of people needing Medicaid and other government programs rather than being self-sustaining.”<sup>98</sup>

—*Sen. Beth Martinez Humenik (R, sponsor)*

“What this bill is designed to do is ensure that no pregnant woman has to choose between having a healthy pregnancy and keeping her job and having a paycheck.”<sup>99</sup>

—*Rep. Faith Winter (D, sponsor)*

# NEVADA

## History

The Nevada Pregnant Workers' Fairness Act passed in June 2017.<sup>100</sup> Senator Nicole Cannizzaro focused on the need to give pregnant workers the right to a reasonable accommodation following *Young v. UPS*, because “unless we are enacting policies that specifically require employers to provide these accommodations, the PDA may not cover them unless employers are providing similar accommodations for injured or disabled workers.”<sup>101</sup> Senator Cannizzaro emphasized the common-sense nature of the legislation and the minimal cost of most accommodations.<sup>102</sup>

**The Nevada Resort Association, Las Vegas Metro Chamber of Commerce, Nevada Restaurant Association, Reno + Sparks Chamber of Commerce, and Retail Association of Nevada all took a neutral position on the bill.**<sup>103</sup>

## Key Quotes

“I rise in firm support of this bill. We need to support families.”<sup>104</sup>

—*Sen. Joe Hardy (R)*

“From West Virginia to Utah to California, lawmakers have concluded that accommodating pregnant workers who need accommodations is a measured approach grounded in family values and basic fairness.”<sup>105</sup>

—*Sen. Nicole J. Cannizzaro (D)*

# WASHINGTON

## History

In 2017, the Washington state legislature passed a bill requiring reasonable accommodations for pregnant workers.<sup>106</sup> Washington legislators speaking in support of the bill, which also established a Healthy Pregnancy Advisory Committee, emphasized that reasonable accommodations for pregnant workers improve health outcomes for pregnant women and babies.<sup>107</sup> Washington state lawmakers spoke passionately about the role the law would play in protecting pregnant workers' economic security and in remedying discrimination in the workplace.<sup>108</sup>

**The Washington Federation of Independent Business (the NFIB Chapter) and the Washington Retail Association supported the bill.**<sup>109</sup>

## Key Quotes

“Certainly every member of this body appreciates the challenges of a woman when she is trying to stay in the labor force. And I think this is a pretty simple and straightforward bill, that if employers do the right thing, do the reasonable thing, everything should work out all right.”<sup>110</sup>

—*Sen. Michael Baumgartner (R)*

“Every single woman, whether she works in the tech industry, is making beds working in a hotel, standing in a checkout line as a cashier. . . . every single woman should have access to a healthy pregnancy. And reasonable accommodation on the job is a key ingredient to that. I am urging a yes vote tonight. A vote on this bill is to stand with women.”<sup>111</sup>

—*Rep. Jessyn Farrell (D, sponsor)*

“[The Washington Retail Association] has worked on this issue for several years. WRA was able to negotiate a bill that in essence sets in place common practice in the employer community. The bill is a reasonable compromise to ensure both pregnant employees and their employers are protected.”<sup>112</sup>

—*Washington Retail Association, 2017 Laws and Legislative Review*



**NFIB Washington**  
@nfib\_wa



Congratulations #waleg Sen. @KarenKeiser1. SB 5835, Healthy Outcomes for Pregnant Workers, passed 48-0. We appreciate cooperative approach.<sup>113</sup>

2:56 PM - Mar. 8, 2017



# CONNECTICUT

BIPARTISAN  
PASSAGE

## History

Connecticut passed a law requiring reasonable accommodations for pregnant workers in July 2017.<sup>114</sup> Connecticut legislators argued that the bill was needed to clarify and strengthen existing law, protect women’s financial security, and promote healthy pregnancies.<sup>115</sup> Connecticut lawmakers also noted that the reasonable accommodations contemplated by the law are not expensive to employers, but end up benefiting businesses by reducing turnover and increasing employee satisfaction and productivity.<sup>116</sup>

## Key Quotes

“HB 6668. . . . emerged a far better bill thanks to bipartisan cooperation, with lawmakers considering its impact on businesses.”<sup>117</sup>

—*Connecticut Business and Industry Association*

“Just as women should be given equal pay for equal work, they should not face discrimination when pregnant in the workplace.”<sup>118</sup>

—*Rep. Cristin McCarthy Vehey (D)*



# VERMONT



BIPARTISAN  
PASSAGE

## History

The Vermont law calling for reasonable accommodations for pregnant workers passed in 2017<sup>119</sup> and went into effect January 2018. The bill, signed into law by Governor Phil Scott (R), was sponsored in the House of Representatives by Representative George Till, an obstetrician and gynecologist who had seen the need for this law in his own patients' struggles to maintain their jobs while pregnant, and argued that pregnant workers should be entitled to reasonable accommodations in the same way workers with disabilities are.<sup>120</sup> Lawmakers pointed to the shortcomings of existing law, particularly the PDA following *Young*, and argued that pregnant workers should be entitled to reasonable accommodations in the same way workers with disabilities are.<sup>121</sup>

## Key Quotes

"I've seen people fired for asking for a completely reasonable accommodation. I've seen people too afraid to ask for an accommodation because they feared losing their job just for asking. I look forward to telling these women that Vermont law now protects them."<sup>122</sup>

—Rep. George Till (D, sponsor) and OB-GYN

"Madam Speaker, this bill demonstrates that the Green Mountain State is a kind state, ad [sic] the kind of state where young people and their families can work, live and play."<sup>123</sup>

—Rep. Valerie Stuart (D)





# MASSACHUSETTS

UNANIMOUS  
PASSAGE

## History

The Massachusetts Pregnant Workers Fairness Act passed unanimously in July 2017<sup>124</sup> and went into effect April 2018. Massachusetts lawmakers focused on the need to protect the economic security of pregnant workers and their families.<sup>125</sup> Legislators recognized that women are valued members of the workforce and that a law requiring reasonable accommodations was necessary to ensure that pregnant workers are able to remain at work and continue earning paychecks to support their families.<sup>126</sup>

**The Associated Industries of Massachusetts—one of the largest business lobbies in the state with 4,000 employer members—outspokenly supported the bill.**<sup>127</sup>

## Key Quotes

“A woman’s healthy pregnancy should not be incompatible with her ability to earn a paycheck, maintain economic security and retain insurance benefits all of which are of vital importance as a family is about to grow.”<sup>128</sup>

—*Sen. Bruce Tarr (R)*

“It doesn’t seem unreasonable to ask employers to provide accommodations for an expectant mother to be able to do their job. It’s a fair compromise.”<sup>129</sup>

—*Rep. Brad Jones (R)*

“I write on behalf of 4,000 member employers of Associated Industries of Massachusetts (AIM) to urge you to sign H.3680, an act establishing the pregnant workers fairness act. H.3680 was passed unanimously in both branches. . . . [it] allows employees to make arrangements that permit them to remain on the job through a pregnancy while creating a pathway for employers to create reasonable accommodations.”<sup>130</sup>

—*Richard C. Lord, President and CEO of Associated Industries of Massachusetts in a letter urging Governor Charlie Baker to sign the PWFA*

“Many people might call this long overdue in common sense reforms. But I think for all of us today, we’ll just leave it as a job well done.”<sup>131</sup>

—*Governor Charlie Baker (R)*

“Pregnant workers and their families deserve the protections contained in this law to ensure their health, safety and prosperity. It is a clear recognition of the important role these individuals play in our households, economy and society.”<sup>132</sup>

—*Sen. Joan Lovely (D, sponsor)*

UNANIMOUS  
PASSAGE

# SOUTH CAROLINA

## History

The South Carolina Pregnancy Accommodations Act passed with overwhelming bipartisan support on May 18, 2018.<sup>133</sup> South Carolina legislators argued existing federal and state laws did not directly address the issue of pregnancy accommodations, and that accommodations were needed in order to keep women in the workplace throughout their pregnancies.<sup>134</sup> Legislators also noted that reasonable accommodations are simple and inexpensive to employers, and benefit them by improving retention.<sup>135</sup>

**The South Carolina Chamber of Commerce took a “neutral” position on the bill.**<sup>136</sup>

## Key Quotes

“My big thing was, do people really not give their pregnant employees some accommodations, I mean, is this a problem that we’re really having, and some of the testimony that we heard was that yes, that they’re not able to be accommodated. . . . I would like to think that if you’ve got a good employee you’re going to want to keep her, and therefore you would make accommodations that are reasonable.”<sup>137</sup>

—*Sen. Sandy Senn (R, sponsor)*

“This legislation is aimed at helping women, pregnant women, to continue to work when they are pregnant through the later stages of pregnancy. And current federal law addresses pregnant [sic] discrimination, leave, and disability in the workplace, those are too limited.”<sup>138</sup>

—*Rep. Beth Bernstein (D, sponsor)*

# KENTUCKY

## History

The Kentucky Pregnant Workers Act passed in March 2019 with overwhelming bipartisan support,<sup>139</sup> and Governor Bevin (R) signed the bill into law on April 9, 2019. The legislation was inspired in part by Florence, Kentucky police officers Lyndi Trischler and Sam Riley, who bravely spoke out after they were pushed off their jobs for requesting light duty.<sup>140</sup> As Officer Trischler explained, “My heavy gun belt was causing abdominal pains, my bullet-proof vest was so tight I could barely breathe, and I was having heart palpitations. But my employer, the City of Florence, would not accommodate me”<sup>141</sup> because they had a policy of not accommodating off-the-job injuries. Officers Trischler and Riley fought for the bill’s passage so that no pregnant worker would have to go through what they did. The bill sponsor, Senator Alice Forgy Kerr (R), emphasized the “rare opportunity” to support legislation that “helps employers and helps a vital, growing part of our workforce.”<sup>142</sup>

**The bill garnered outspoken support from Greater Louisville Inc., the metro Louisville, Kentucky chamber of commerce.**<sup>143</sup>

## Key Quotes

“If there had been a clear law on the books, then this likely never would have happened. I am fighting for the Kentucky Pregnant Workers’ Rights Act so that no other woman in my home state has to go through what I did.”<sup>144</sup>

—*Lyndi Trischler, police officer for the City of Florence, Kentucky*

“[This] is a simple, straightforward bill that answers a difficult and complex question: What are an employer’s responsibilities when it comes to making reasonable accommodations for employees affected by pregnancy?”<sup>145</sup>

—*Sen. Alice Forgy Kerr (R, sponsor)*

“This is pro-business, pro-workforce legislation that will be good for our state’s economy.”<sup>146</sup>

—*Iris Wilbur, Director of Government Affairs for Greater Louisville Inc.*

“Making reasonable accommodations to the physical transitions of pregnancy can help alleviate health concerns, and the related disparities, while allowing pregnant workers to continue earning an income during this important stage of their lives.”<sup>147</sup>

—*Louisville Department of Public Health*



# MAINE



BIPARTISAN  
PASSAGE

## History

Maine’s legislature passed its pregnancy accommodation law in 2019.<sup>148</sup> Under the law, workers have a right to reasonable accommodations for pregnancy-related conditions, such as more frequent or longer breaks and temporary relief from lifting requirements, unless it would impose an undue hardship on the employer.<sup>149</sup> The Maine Human Rights Commission argued that the law was necessary because, “While many aspects of discrimination related to pregnancy may be addressed under the guise of sex discrimination, or disability discrimination, there are aspects of pregnancy that don’t obviously fall into either category. Medical conditions related to pregnancy, childbirth, or lactation can require temporary accommodation even though they do not rise to the level of being considered disabilities under [existing law].”<sup>150</sup> Legislators noted that the bill would especially protect workers in physically demanding industries, such as warehouse, prison, public safety, and airport employees.<sup>151</sup>

**The Maine State Chamber of Commerce stated, “The Chamber supports this effort to confirm . . . that employers should be expected to reasonably accommodate the pregnant individual.”<sup>152</sup>**

## Key Quotes

“It is disheartening as an attorney to advise clients—whether they are employers or workers—that federal and Maine law do not give a pregnant worker the right to less strenuous work, more breaks, or a shorter shift in the third trimester of pregnancy. But that is the advice I gave many times because it is the law.”<sup>153</sup>

*—Rep. Anne Carney (D, sponsor)*

# OREGON

## History

Oregon passed its law requiring reasonable accommodations for pregnant workers in 2019 with bipartisan support, and the law went into effect on January 1, 2020.<sup>154</sup> Legislators specifically noted that overly “narrow interpretations of federal law” had resulted in “a quarter of a million pregnant women” a year being denied accommodation requests—forty years after the Pregnancy Discrimination Act was passed to end such discrimination.<sup>155</sup> Lawmakers argued that the law would minimize the burden on businesses by mirroring the standards and processes already in effect for disability accommodations.<sup>156</sup>

**Oregon Business & Industry took a neutral position on the bill and praised it for clarifying employers’ obligations to accommodate pregnant workers, noting that “from time to time laws must be updated to reflect the changing nature of work and family.”<sup>157</sup>**

## Key Quotes

“Women are having to make an unacceptable choice: whether to protect the health of her pregnancy or her financial security.”<sup>158</sup>

—Rep. Karin Power (D)

“Being able to see both [the business and the employee] sides and say, ‘How is this going to work in this environment?’ and also being able to accommodate working moms was really rewarding.”<sup>159</sup>

—Rep. Shelly Boshart Davis (R)

“Having a child should not unfairly disadvantage any Oregonian.”<sup>160</sup>

—Rep. Karin Power (D)

UNANIMOUS  
PASSAGE

# NEW MEXICO

## History

In 2020, New Mexico passed a law requiring employers to provide reasonable accommodations to workers and job applicants for needs arising from pregnancy, childbirth, and related conditions.<sup>161</sup> The legislature's Legislative Finance Committee identified "no significant fiscal impact" of the bill and noted in its report that pregnancy accommodations "have a positive effect on women's financial stability, help to ensure continued access to health care and contribute to better maternal and child health outcomes."<sup>162</sup>

**Business groups, including the New Mexico Hospitality Association and the Association of Commerce and Industry, supported the legislation.**<sup>163</sup>

## Key Quotes

"Too many pregnant women are denied reasonable workplace accommodations like a place to sit or more water breaks or a limit on the weight they must lift. They are forced to choose between a safe, healthy pregnancy or the paycheck they need to support their family. In New Mexico, that ends today."<sup>164</sup>

—**Gov. Michelle Lujan Grisham**

"When we come together then we can really work it out. [This legislation is an example of when] our government works best."<sup>165</sup>

—**Sen. Candace Gould (R)**

"It's good to sign a bill that does what is so obviously the right thing to do. . . . There is no world I can imagine in which it would be right or fair to discriminate against a woman for becoming a mother."<sup>166</sup>

—**Gov. Michelle Lujan Grisham**



# VIRGINIA

BIPARTISAN  
PASSAGE

## History

The Virginia Pregnant Workers' Fairness Act was passed with bipartisan support on April 11, 2020 and went into effect on July 1, 2020.<sup>167</sup> One of the bill's lead sponsors, Senator Jennifer McClellan, said that the legislation would provide clarity for employers about a clear standard for workplace harassment and discrimination.<sup>168</sup> "This bill would strengthen protections for employees and bring clarity to the current patchwork of workplace discrimination law," she said.<sup>169</sup>

## Key Quotes

"This bill is modeled after legislation that has passed in several states, including most recently Kentucky and South Carolina where they found it actually has helped reduce litigation, particularly with small businesses who don't have the resources to comb through all of the case law under federal pregnancy discrimination laws."<sup>170</sup>

—*Sen. Jennifer McClellan (D, sponsor)*

"Pregnancy discrimination persists and current workplace laws in Virginia are inadequate to address this problem. The Pregnant Workers' Fairness Act would ensure pregnant workers in Virginia can stay healthy and on the job."<sup>171</sup>

—*Del. Jennifer Carroll Foy (D, sponsor)*

# TENNESSEE

## History

The Tennessee Pregnant Workers' Fairness Act passed with unanimous support in June 2020.<sup>172</sup> The law went into effect on October 1, 2020.<sup>173</sup> In 2018, A Better Balance former client, Tasha Murrell, along with other employees at an XPO warehouse in Memphis, spoke out about unfair working conditions that negatively impacted their pregnancies.<sup>174</sup> One day at work, Tasha was experiencing extreme stomach pain when she was forced to continue lifting on the job and her manager would not allow her to leave. She suffered a miscarriage the next day.<sup>175</sup> "It's not right for companies to treat us like this," she said in an interview. "It's hurtful, for me and the other women, to even speak out on losing our babies. But I feel empowered. You never know who you might help by speaking out."<sup>176</sup>

**The legislation was actively supported by the state's four Urban Chambers of Commerce—Nashville, Memphis, Knoxville, and Chattanooga.<sup>177</sup> The Tennessee National Federation of Independent Businesses (NFIB) and Tennessee Chamber of Commerce were neutral on the bill.**

## Key Quotes

"It's a common sense approach to a situation that we need done. When something just makes sense, you might not be able to get it done immediately but once you educate folks on the need and the problem and the solution, usually you can get it over the finish line. I'm hopeful that they'll take care of it at the federal level also."<sup>178</sup>

—*Sen. Becky Duncan Massey (R, sponsor)*

"I appreciate you for bringing this bill because my wife was the subject of discrimination while she was pregnant. . . . She was a tax accountant and was never given the courtesy and treatment she deserved and so I appreciate this bill."<sup>179</sup>

—*Rep. Jim Coley (R)*

"The goal of this legislation is to encourage employees and employers to resolve accommodation requests informally on a case by case basis reducing the need for any formal complaints. . . . at a time when our state and country are facing unprecedented public health crises, this legislation is essential to protect the health and economic security of pregnant women and provide critical guidance to employers. Healthier pregnancies will mean healthier babies and less stress on our healthcare system."<sup>180</sup>

—*Rep. Chris Hurt (R, sponsor)*

"No woman should have to choose between her job and what's best for her child. We can't stand by in the face of these tragedies."<sup>181</sup>

—*Sen. Jeff Yarbro (D)*



# LOUISIANA

## History

The Louisiana Pregnant Workers' Fairness Act was passed with bipartisan support in 2021.<sup>182</sup> The bill was part of the Governor's Legislative Agenda, focused on fair access to opportunity for all Louisianans, and Governor Bel Edwards signed the bill into law on June 18, 2021.<sup>183</sup> Senator Barrow, the bill's sponsor, argued that the protections in the bill are simple and intuitive, such as the ability to sit down or take a break while pregnant and working.<sup>184</sup> Additionally, she cited Louisiana's high maternal and infant mortality rates as further justification for the protections.<sup>185</sup> Senator Barrow worked closely with business groups to formulate the bill and ensure it would not have a negative impact on employers.<sup>186</sup>

**The Louisiana Association of Business and Industry was neutral on the bill.**

## Key Quotes

"Typically mothers are forced to go to work – even if there's two incomes in the house – to meet the needs of the family. . . . This just seeks to modify and to help with the conditions that the woman finds herself in when she's pregnant in the workplace. Not asking for anything outrageous, you just need to make the accommodations."<sup>187</sup>

—Rep. Denise Marcelle (D)

"I would ask you to join me in supporting this bill. . . . And I would just offer, I've been pregnant twice while being in session, and all of you have been very gracious and accommodating in that, but I know that that is sometimes the exception. I want to make sure every Louisiana mother has reasonable accommodations while they are pregnant and taking care of their new baby."<sup>188</sup>

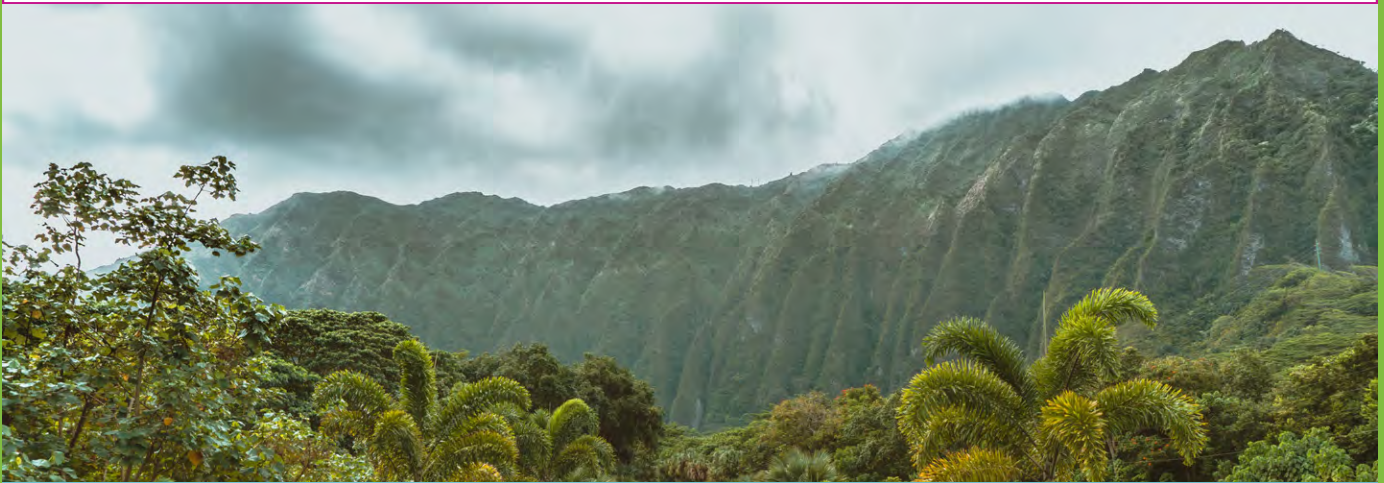
—Rep. Stephanie Hilferty (R)

"This bill is about helping healthy mothers and healthy children and it's important we work together. Our objective is healthy kids, healthy women. Most important, when women are pregnant, we want to make these accommodations because mostly we want to make sure they are at work being productive."<sup>189</sup>

—Rep. Ed Larvadain (D)



**In addition to the laws outlined, laws in Alaska,<sup>190</sup> California,<sup>191</sup> Hawaii,<sup>192</sup> Maryland,<sup>193</sup> North Carolina,<sup>194</sup> and Texas<sup>195</sup> also require reasonable accommodations or greater protections to be made for certain pregnant workers.**



# Endnotes

- 1 H.R.1065 – Pregnant Workers Fairness Act, 117th Cong. (2021), <https://www.congress.gov/bill/117th-congress/house-bill/1065>; S. 1486 – Pregnant Workers Fairness Act, 117th Cong. (2021), <https://www.congress.gov/bill/117th-congress/senate-bill/1486>.
- 2 *The Pregnant Workers Fairness Act*, A BETTER BALANCE, <https://www.abetterbalance.org/resources/the-federal-pregnant-workers-fairness-act/> (last updated January 11, 2022).
- 3 STAFF OF S. HEALTH, EDUCATION, LABOR AND PENSION COMM., 117TH CONG., SENATE HELP COMMITTEE ADVANCES BIPARTISAN BILLS TO IMPROVE SUICIDE PREVENTION, PROTECT PREGNANT WORKERS, AND SUPPORT PEOPLE WITH DISABILITIES, (Comm. Print 2021), <https://www.help.senate.gov/chair/newsroom/press/senate-help-committee-advances-bipartisan-bills-to-improve-suicide-prevention-protect-pregnant-workers-and-support-people-with-disabilities>.
- 4 *U.S. Chamber Key Vote Letter on the Pregnant Workers Fairness Act*, U.S. CHAMBER OF COMMERCE (September 14, 2020), <https://www.uschamber.com/workforce/us-chamber-key-vote-letter-the-pregnant-workers-fairness-act>.
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- 7 *See Hearing on S.B. 5835 Before the H. Comm. on Labor and Workplace Standards*, 65th Leg., Reg. Sess. (Wash. Mar. 14, 2017) (statement of Sen Karen Keiser), <https://www.tvw.org/watch/?eventID=2017031134>.
- 8 *See, e.g., Hearing on H.B. 1038 and S.B. 1023 Before the Joint Comm. on Labor and Workforce Development* (Mass. Apr. 4, 2017) (statement of Rep. David Rogers).
- 9 *See, e.g., S.C. H. of Rep. Floor Deb.*, 122nd Leg., Reg. Sess. (Apr. 4, 2017) (statement of Rep. Beth Bernstein) (on file with authors); *Ill. H. of Rep. Floor Deb.*, 98th Gen. Assemb. (Apr. 10, 2015) (statement of Rep. Carol Sente); *Neb. Leg. Floor Deb.*, 104th Leg., 1st Sess. (Mar. 12, 2015) (statement of Sen. Lydia Brasch); *Hearing on Bill 20-0769 before the Comm. on Business, Consumer, and Regulatory Affairs* (D.C. May 15, 2014) (statement of Council Member Vincent Orange), [http://dc.granicus.com/MediaPlayer.php?view\\_id=31&clip\\_id=2235](http://dc.granicus.com/MediaPlayer.php?view_id=31&clip_id=2235).
- 10 *See Ill. H. of Rep. Floor Deb.*, 98th Gen. Assemb. (Apr. 10, 2015) (statement of Rep. Mary Flowers).
- 11 *See Hearing on H.B. 1438 Before the S. Comm. on Business, Labor, and Technology*, 69th Leg., Reg. Sess. (Colo. May 6, 2016) (statement of Sen. Beth Martinez Humenik), [http://coloradoga.granicus.com/MediaPlayer.php?view\\_id=43&clip\\_id=9690](http://coloradoga.granicus.com/MediaPlayer.php?view_id=43&clip_id=9690); *Utah H. of Rep. Floor Deb.*, 61st Leg., 2016 Gen. Sess. (Feb. 25, 2016) (statement of Rep. Rebecca Edwards), <https://le.utah.gov/av/floorArchive.jsp?markerID=95717>.
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- 14 *Hearing on S.B. 18 Before the S. Comm. on the Judiciary*, 2019 Gen. Assemb., Reg. Sess. (Ky. Feb. 14, 2019) (testimony of Iris Wilbur, Director of Government Affairs at Greater Louisville Inc.), <https://www.ket.org/legislature/?archive&nola=WGAOS+020057&part=2>.
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- 16 N.Y.C. Admin. Code § 8-107(22) (2013).
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- 20 Chavkin Letter, *supra* note 137.
- 21 Phila. Code § 9-1128 (2014).
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- 24 *Id.* (statement of Rue Landau, Executive Director of Philadelphia Commission on Human Relations).
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- 29 *Id.*
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- 32 *Women's Economic Security Act FAQs*, MN DEP'T OF LABOR AND INDUSTRY, <https://www.dli.mn.gov/business/employment-practices/womens-economic-security-act-faqs> (last visited April 2, 2019).
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