

November 14, 2022

Dear Majority Leader Schumer,

As organizations that promote economic security, civil rights, public health, and gender and racial justice, we thank you for your stated support of the Pregnant Workers Fairness Act (S. 4431). **As you consider the Senate’s priorities for the rest of the year, we urge you to bring the bill to the Senate floor for a standalone vote. If the bill does not receive a vote this Congress, it could be years before it passes, and millions of workers will continue to suffer discriminatory treatment and be denied the accommodations they need due to pregnancy, childbirth, and lactation. Time is running out.**

The Pregnant Workers Fairness Act (PWFA) has long enjoyed bipartisan support and for months has had the votes to pass on the Senate floor. The time to act is now, before it is too late. Securing critically needed accommodation protections for pregnant and postpartum workers—especially when women and families are facing so many barriers to their health and economic prosperity—is worth the time and must be prioritized.

Many pregnant and postpartum workers need modest workplace accommodations during pregnancy, such as more frequent bathroom breaks, temporary light duty work, or a private space for lactation needs. A recent [report](#) found that 3 million pregnant women—representing 70 percent of all pregnant women annually—work during their pregnancy each year. The PWFA will provide these workers with the right to reasonable accommodations to stay healthy and financially secure. Unfortunately, our current federal laws do not adequately protect pregnant workers. A stunning [two-thirds](#) of workers are losing their federal pregnancy accommodation claims in court.

This issue disproportionately harms Black and Latina women in low-paid, inflexible jobs, including frontline workers hailed as essential during the pandemic. The Pregnant Workers Fairness Act would provide critical relief by creating a clear standard, similar to the one established under the Americans with Disabilities Act, requiring employers to provide reasonable accommodations to workers with pregnancy-related limitations who need them, absent undue hardship. It will help keep pregnant and postpartum workers healthy while allowing them to remain in the workforce.

The Pregnant Workers Fairness Act has broad support from the business community, a diverse coalition of advocates, and the public. [Major business groups](#) including the U.S. Chamber of Commerce, Society for Human Resources Management, and the National Retail Federation, along with [leading businesses](#), support the legislation, and [over 200](#) women’s rights, worker’s rights, maternal health and racial justice organizations have endorsed PWFA. Protecting pregnant workers is an overwhelmingly popular issue for voters, with a [recent poll](#) showing 93%

saying it is important for employers to guarantee accommodations to pregnant and post-partum workers, and nearly two-thirds of voters saying that Congress should work quickly to pass the bill into law.

The PWFA has twice passed out of the House of Representatives with overwhelming bipartisan support and the bill was voted out of the Senate Health Education Labor & Pensions (HELP) Committee last year on a strong [19-2](#) bipartisan vote.

You must act now to ensure that pregnant workers do not have to choose between a paycheck and a healthy pregnancy. **We urge you to prioritize the Pregnant Workers Fairness Act and bring the bill to a standalone vote on the Senate floor this year.**

Sincerely,

32BJ SEIU
A Better Balance
Academy of Nutrition and Dietetics
AFL-CIO
Alabama Black Women's Roundtable
Alabama Coalition on Black Civic Participation
American Academy of Pediatrics
American Association of University Women
American Civil Liberties Union
American College of Obstetricians and Gynecologists
American Federation of State County and Municipal Employees
Asian Pacific American Labor Alliance, AFL-CIO
Association of Maternal & Child Health Programs
Association of State Public Health Nutritionists
Better Life Lab at New America
Black Mamas Matter Alliance
Black Women's Roundtable
BreastfeedLA
California Work & Family Coalition (Family Values at Work/Fiscal Sponsor)
Catholic Labor Network
Center for Law and Social Policy
Center for WorkLife Law
Central Healthy Start
Christine's Care & Compassion
Coalition for Social Justice
Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces
Connecticut Women's Education and Legal Fund (CWEALF)
Economic Opportunity Institute
ERA Coalition
Every Texan
Family Equality

Family Values @ Work
First Focus Campaign for Children
Florida Policy Institute
Friends Committee on National Legislation
Futures Without Violence
Golden State Opportunity
Hawaii Children's Action Network Speaks!
Health Care Voices
Healthy Start of North Central Florida
HealthyWomen
Hispanic Federation
HMHBGA
Hoosier Action
Institute for Women's Policy Research
Ipas Partners for Reproductive Justice
Jewish Women International
Justice for Migrant Women
Kansas Breastfeeding Coalition
Kentucky Equal Justice Center
Main Street Alliance
March for Moms
March of Dimes
Marshall Plan for Moms
MCCOY (Marion County Commission on Youth)
Mi Familia Vota
Michigan Breastfeeding Network
Michigan League for Public Policy
Mississippi Black Women's Roundtable
MomsRising
NAACP Legal Defense and Educational Fund, Inc. (LDF)
National Advocacy Center of the Sisters of the Good Shepherd
National Association of Social Workers, CT Chapter
National Council of Jewish Women
National Council of Jewish Women Minnesota
National Diaper Bank Network
National Employment Law Project
National Employment Lawyers Association
National Organization for Women
National Partnership for Women & Families
National Urban League
National WIC Association
National Women's Law Center
Network Lobby for Catholic Social Justice
New Jersey Citizen Action
New Jersey Time to Care Coalition
New Orleans Maternal and Child Health Coalition

North Carolina Coalition Against Domestic Violence
Northeast Florida Healthy Start Coalition, Inc.
OPAWL - Building AAPI Feminist Leadership

Oregonizers

Oxfam America

Parents for Public Schools, Inc.

Physicians for Reproductive Health

Planned Parenthood Federation of America

Pro-Choice North Carolina

Public Advocacy for Kids (PAK)

RESULTS

Retail, Wholesale and Department Store Union (RWDSU)

Service Employees International Union (SEIU)

Sisters of Charity of Nazareth Congregational Leadership

Sisters of Charity of Nazareth Western Province Leadership

Society for Maternal-Fetal Medicine

Society of Women Engineers

Sojourners

The Episcopal Church

The Leadership Conference on Civil and Human Rights

The Little Timmy Project

The National Domestic Violence Hotline

The National Education Association

The Workers Circle

U.S. Breastfeeding Committee

U.S. Chamber of Commerce

Union for Reform Judaism

United Food and Commercial Workers International Union

University

Women Employed

Women of Reform Judaism

Women's Law Project

YWCA of the University of Illinois

YWCA USA

ZERO TO THREE

