



Tigress Financial Partners

Member FINRA & SIPC

September 4, 2013

Dear Member of Congress:

Re: Support for the Pregnant Workers Fairness Act

As Executive Board Member of the Business and Labor Coalition of New York and as Chairperson of the Greater New York Chamber of Commerce, which provides valuable services to over 20,000 business and civic leaders who represent the backbone of the New York business community, I support strengthening legal protections for pregnant workers with passage of the federal Pregnant Workers Fairness Act (PWFA). As a business leader and business owner, I recognize that providing equal opportunities for women is critical to our country's economic future. In order for business, labor, and America to prosper, we must work together to improve the workplace for women, including pregnant women.

Businesses depend on a female workforce, so issues affecting women's health, safety, and economic stability must be a priority. Companies that invest in and empower women are at an advantage because they attract and retain qualified employees, increase productivity, and reduce costly turnover. These businesses show themselves to be stronger companies and better long-term investments. The PWFA would ensure consistency and certainty for employers while ending a particularly pernicious form of sex discrimination.

Specifically, the PWFA would clarify that employers must provide reasonable accommodations for known limitations related to pregnancy, childbirth, or related medical conditions of their employees. If accommodations would impose an undue hardship, then they would not be required. Employers are already required to provide reasonable accommodations for workers with disabilities under the Americans with Disabilities Act.

Gender parity is good business. Increasing women's participation in the economy by creating an improved workplace will have a dramatic impact on the competitiveness and growth of our companies and our economy. We must not delay in harnessing the power of women for sustainable business growth by passing the PWFA.

Sincerely,

Cynthia D. DiBartolo, Esq.*
Chief Executive Officer
Tigress Financial Partners LLC

*Chairperson, Greater New York Chamber of Commerce
Executive Task Force, The Wall Street Journal: Women in the Economy
Business Leader, White House Business Council
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