

Businesses for Treating Pregnant Workers Fairly



The Pregnant Workers Fairness Act
and similar local legislation



Pregnant Workers Are Pushed Off the Job



- A pregnant woman in Kansas was fired for carrying a water bottle to stay hydrated and prevent bladder infections.
- A pregnant activity director at a nursing home in Indiana was terminated because she required help with some physically strenuous aspects of her job to prevent having another miscarriage.
- A pregnant delivery truck driver in Maryland was forced out on unpaid leave because she had a lifting restriction and needed light duty, which the company provided to other workers.

These are all examples from real court cases.

Clear Laws Would Put An End to This

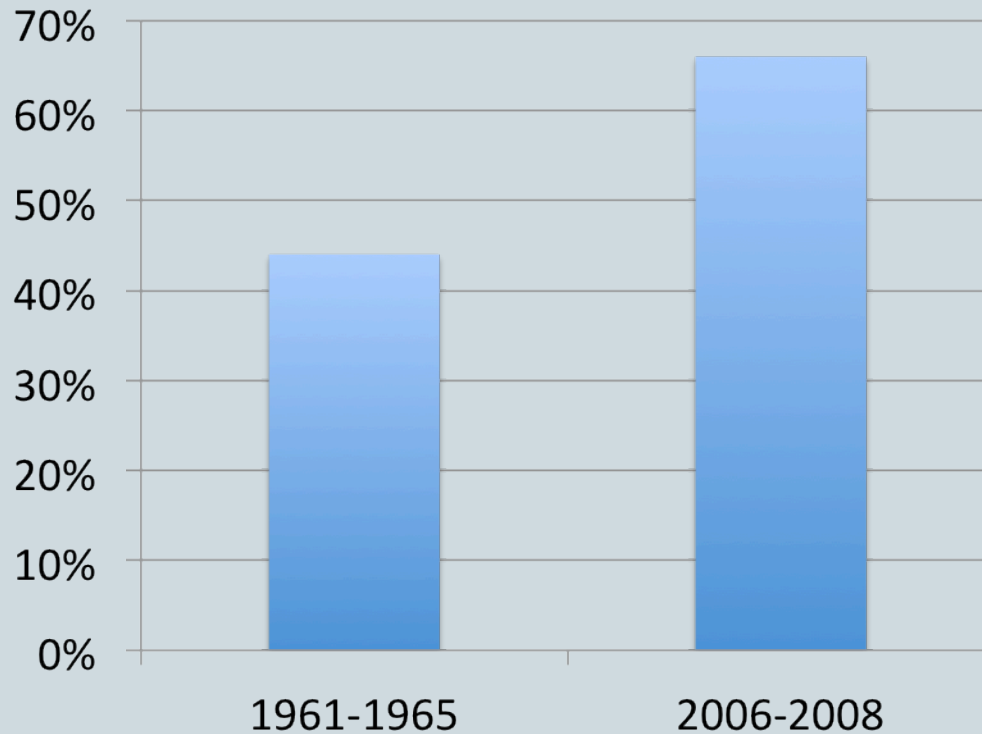


- The Pregnant Workers Fairness Act, and similar local legislation, would make it **unmistakably clear** that pregnant workers cannot be forced off the job when a temporary, modest accommodation would keep them healthy and earning a paycheck (e.g., a stool, extra water or bathroom breaks, temporary relief from heavy lifting).
 - Requests that impose an “undue hardship” on an employer’s business need not be granted.
- This protection is *already* granted to workers with disabilities. Pregnant workers deserve *equal treatment* under the law.
- **Seven states** already provide similar protections to some categories of workers.

Pregnant Women Are in the Workforce



The percentage of mothers who work during pregnancy has steadily increased



Non-Discrimination is Good for Business

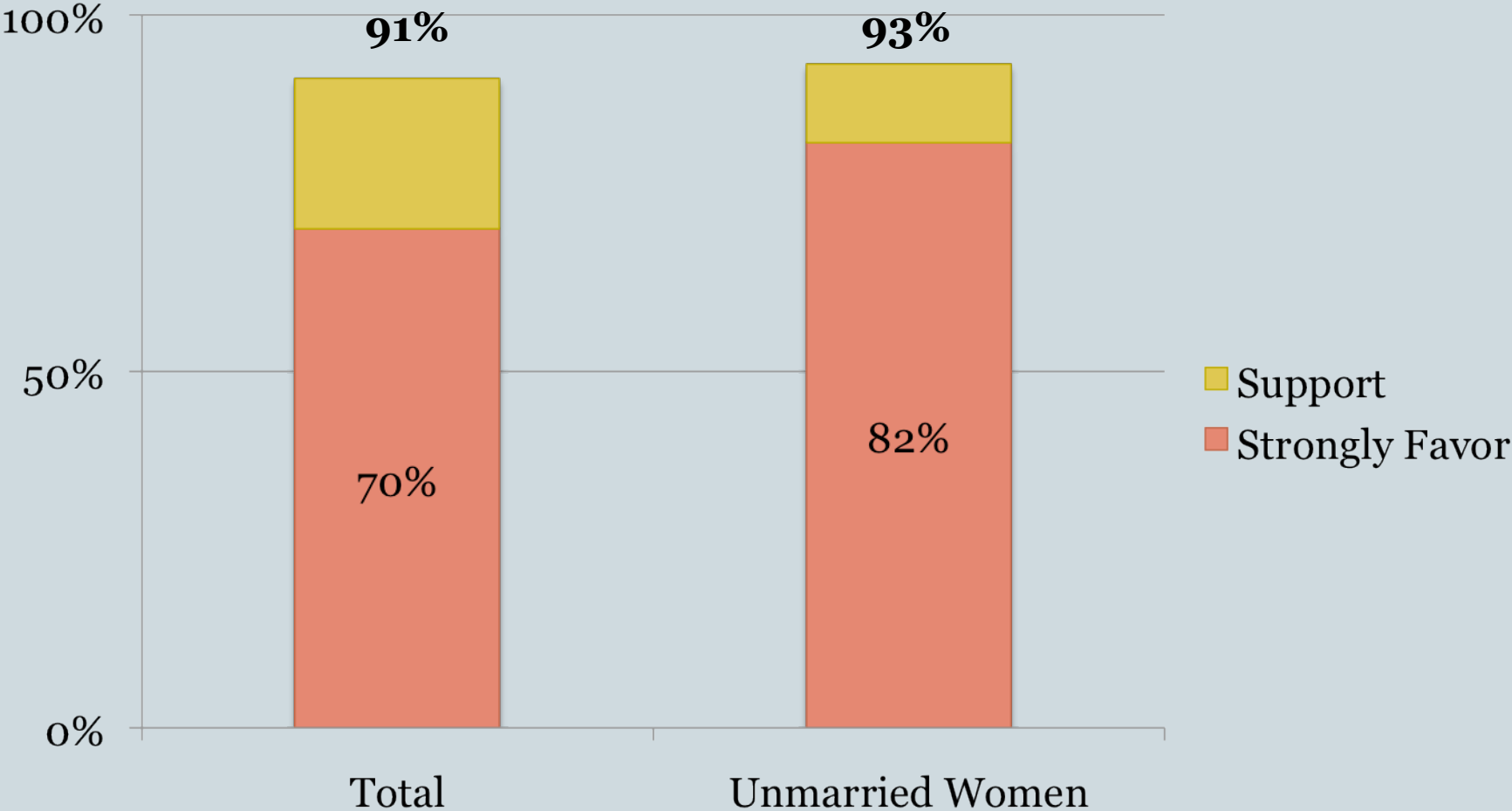


“Businesses that fail to provide a workplace free from discrimination are handicapping themselves and will eventually fall behind in the emerging global economy.

Conversely, those that **invest in and empower women** will be advantaged since they will be positioned to attract and retain qualified employees, increase productivity and reduce costly turnover.”

--Cynthia DiBartolo, Chairperson, Greater NY Chamber of Commerce
Business leader in support of the Pregnant Workers Fairness Act

Americans Overwhelmingly Favor Protections for Pregnant Workers



Source: 2013 Democracy Corps Poll

Pregnant Workers Fairness Act



Ensures fair & equal treatment

Pregnant workers are often treated *worse* than disabled workers.

Certainty & consistency

Employers need clarification about this confusing area of law.

Undue hardship exemption

Exception for significant difficulty or expense.

No excessive costs

Accommodations are low cost and only temporary.

In Good Company



- The Pregnant Workers Fairness Act, and similar state and local legislation, has broad support, including:
 - The U.S. Women's Chamber of Commerce.
 - The Greater NY Chamber of Commerce.
 - **Michael Bloomberg**, who signed the New York City Pregnant Workers Fairness Act into law in October, 2013.
 - Prominent business leaders: **Christy Turlington**, film director & producer, **Russell Simmons**, CEO of RUSH communications, **Eileen Fisher**, founder of Eileen Fisher, Inc., **Ally Wing**, Giggle CEO, **Kevin Ryan**, Gilt Groupe Founder & CEO, among many others.
 - Dozens of small businesses.

Fairness is Good for the Bottom Line



- Women control 73% of household spending—treating them fairly at work is supporting consumers.
- Fairness is good for employee retention, increasing morale & productivity, and reduced training costs.
- Accommodating workers leads to:
 - better attendance,
 - improved workplace safety, &
 - more diversity within the workplace



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