

April 27, 2021

Dear Speaker Pelosi, Majority Leader Hoyer, and Whip Clyburn,

Thank you for your longstanding leadership supporting women and families and tackling critical issues to 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 bringing the Pregnant Workers Fairness Act (H.R. 1065) to a vote this May in celebration of Mother's Day.** The need is critical and the time to act is now.

[Over 200](#) women's rights, worker's rights, maternal health and racial justice organizations support this legislation. Pregnant workers, disproportionately low-wage women of color are continuing to be forced out of work or forced to risk their health because this country has no law providing an affirmative right to pregnancy accommodations.

Just recently, [Tesia](#), a pregnant retail worker in Missouri asked her manager if she could carry a water bottle on the job to stay hydrated because the store's water fountain was shut down due to COVID-19 safety concerns. He refused. Worried about the significant health consequences dehydration can cause during pregnancy, she left her job. Tesia is unfortunately not alone. [More than one in five](#) pregnant workers are employed in low-paid jobs, which are particularly likely to be physically demanding, more likely to be held by Black and Latina women, and are more likely to be deemed essential. These pregnant workers need help today. They need the Pregnant Workers Fairness Act.

**The Pregnant Workers Fairness Act** would [close gaps](#) in the law and create a clear national standard requiring employers to provide reasonable accommodations to pregnant workers who need them, 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. Workers in the low-paid jobs that are being hit hardest by the economic recession are the most likely to be denied these reasonable accommodations. As a result, too many pregnant workers are pushed out into unpaid leave or out of work altogether, threatening their families' economic security just when they need the income the most. It is also a personal issue for members of Congress; at the March 2021 Joint Education & Labor Subcommittee Committee hearing on the Pregnant Workers Fairness Act, several members of Congress shared their own personal stories of needing accommodations while pregnant, and suffering pregnancy losses and health complications without them.

The pandemic only exacerbates the need for this common-sense legislation. [A recent study](#) published in the American Journal of Obstetrics and Gynecology found that the COVID-19 infection rate in pregnant people was 70 percent higher than similarly-aged non-pregnant adults.

The Pregnant Workers Fairness Act is a broadly bipartisan bill with support from voters, advocates, and the business community. It has been endorsed by [private-sector employers](#), [the U.S. Chamber of Commerce](#), and the [Society for Human Resource Management](#). In February 2020, [polling](#) found that 89 percent of voters favor this bill, including across party lines. Last September, it passed the House with overwhelming bipartisan support, 329-73, garnering the votes of every Democrat and more than half of the Republican caucus, and is well positioned to garner 60 votes in the Senate in its current form and be signed into law by President Biden.

This Mother's Day, please honor our nation's mothers, especially our mothers of color, by voting on the Pregnant Workers Fairness Act in May.

Sincerely,

A Better Balance  
American Civil Liberties Union  
Black Women's Roundtable, NCBCP  
Healthy Women  
Hoosier Action  
Human Rights Watch  
Institute for Women's Policy Research  
International Brotherhood of Teamsters  
Kansas Breastfeeding Coalition  
La Leche League of the United States of America, Inc  
March of Dimes  
Maternal Mental Health Leadership Alliance  
Michigan Breastfeeding Network  
MomsRising  
Monroe County NOW  
NARAL Pro-Choice America  
National Advocates for Pregnant Women  
National WIC Association  
National Women's Law Center  
NETWORK Lobby for Catholic Social Justice  
Oxfam America  
TIME'S UP Now  
Union for Reform Judaism  
United State of Women  
Women of Reform Judaism  
Women and Girls Foundation of Southwest Pennsylvania  
YWCA USA  
YWCA Dayton  
YWCA Greater Cincinnati  
Women's March

cc: Chairman Scott