

September 26, 2022

The Honorable Charles E. Schumer
Majority Leader
United States Senate
Washington, D.C. 20510

Dear Majority Leader Schumer:

We thank you for your continued support of the Pregnant Workers Fairness Act (S. 4431) and urge you to bring the bill to the Senate floor for a vote before the end of the current work period.

The Pregnant Workers Fairness Act is a common-sense bill that has long enjoyed bipartisan support and currently has the votes to pass on the Senate floor. We understand that the number of Senate legislative days in this work period is limited and that more time is needed to reach a bipartisan deal on the Respect for Marriage Act. This creates a window to bring the Pregnant Workers Fairness Act to the floor. We believe the time to act is now.

Pregnant and postpartum workers continue to be pushed off the job or forced to risk their health when they need only modest workplace accommodations—like a stool to sit on during a shift, the ability to carry a water bottle, or more frequent bathroom breaks—to maintain both a healthy pregnancy and economic security. This issue affects pregnant workers in all walks of life, but disproportionately harms Black and Latina women in low-wage, inflexible jobs. The Pregnant Workers Fairness Act would provide critically needed relief by creating a clear standard requiring employers to provide reasonable accommodations to pregnant and postpartum workers who need them, absent undue hardship. It will help keep these workers healthy while allowing them to remain in the workforce.

The bill enjoys broad support from voters, the business community, and a wide range of advocates. Polling from May 2022, found that 90 percent of voters across party lines favor this bill. 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 this bill. Last May, it passed out of the House of Representatives with overwhelming bipartisan support (315-101), and on August 3, 2021, the bill was reported out of the Senate Health Education Labor & Pensions (HELP) Committee on a strong 19-2 bipartisan vote.

The Senate must now act to help ensure that pregnant workers do not have to choose between a paycheck and a healthy pregnancy. We urge you to move to consider the Pregnant Workers Fairness Act and bring the bill to a final vote on the Senate floor this month.

Sincerely,

10,000 Women Louisiana

9to5

A Better Balance

Academy of Nutrition and Dietetics

AFL-CIO

AFGE Local 704

AFSCME

Alabama Black Women's Roundtable

Alabama Coalition on Black Civil Participation

American Academy of Pediatrics

American Association of University Women

American Civil Liberties Union

American Federation of Government Employees

Asian Pacific American Labor Alliance, AFL-CIO

Association of Flight Attendants-CWA

Association of State Public Health Nutritionists

Black Mamas Matter Alliance

BreastfeedLA

Catholic Labor Network

Center for Law and Social Policy (CLASP)

Center for Public Justice

Christine's Care & Compassion

Coalition of Labor Union Women

Coalition on Human Needs

Community Catalyst

Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces

Connecticut Women's Education and Legal Fund (CWEALF)

Detroit Action

Disability Rights Education & Defense Fund

Equal Rights Advocates

Family Values @ Work

First Focus Campaign for Children

Florida Health Justice Project

Florida Policy Institute

Friends Committee on National Legislation
Futures Without Violence
Giver of Destiny Corporation
Healthy Mothers Healthy Babies Coalition of Georgia
Healthy Nourishment, LLC
HealthyWomen
Hispanic Federation
Hoosier Action
ICNA Council for Social Justice
Institute for Women's Policy Research
Ipas Partners for Reproductive Justice
Jewish Women International
Justice for Migrant Women
Kansas Breastfeeding Coalition
Lake Research Partners
League of United Latin American Citizens (LULAC)
Legal Aid at Work
Legal Momentum, the Women's Legal Defense and Education Fund
Louisiana Partnership for Children and Families
Make It Work Nevada
March for Moms
March of Dimes
Maternal Mental Health Leadership Alliance
MCCOY (Marion County Commission on Youth)
Michigan Breastfeeding Network
MomsRising
NARAL Pro-Choice America
National Advocacy Center of the Sisters of the Good Shepherd
National Association of Pediatric Nurse Practitioners
National Association for Social Workers
National Council of Jewish Women
National Employment Law Project
National Employment Lawyers Association
National League for Nursing
National Network to End Domestic Violence
National Organization for Women
National Partnership for Women & Families
National WIC Association
National Women's Law Center
National Urban League

NETWORK Lobby for Catholic Social Justice
New Jersey Time to Care Coalition and NJ Citizen Action
NC Child
NC Coalition Against Domestic Violence
NC State AFL-CIO
New Orleans Maternal and Child Health Coalition
North Carolina Justice Center
OPAWL - Building AAPI Feminist Leadership
Oxfam America
PFLAG National
Physicians for Reproductive Health
Planned Parenthood Federation of America
Public Advocacy for Kids (PAK)
Pro-Choice North Carolina
RESULTS
ROC United
Service Employees International Union (SEIU)
Society of Women Engineers (SWE)
Sojourners
Sugar Law Center for Economic & Social Justice
The Episcopal Church
The Little Timmy Project
The National Domestic Violence Hotline
The National Education Association
The Workers Circle
U.S. Breastfeeding Committee
Union for Reform Judaism
Women AdvaNce
Women Employed
Women of Reform Judaism
Women's Fund of Greater Chattanooga
Women's Law Project
Women's Rights and Empowerment Network
Workplace Fairness
YWCA of Greater Atlanta
YWCA Greater Cincinnati
YWCA of the University of Illinois
YWCA USA
ZERO TO THREE