

September 19, 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,

A Better Balance

American Civil Liberties Union

March of Dimes

MomsRising

National WIC Association

National Partnership for Women & Families

National Women's Law Center

NETWORK Lobby for Catholic Social Justice

United States Chamber of Commerce