

November 14, 2022

Dear Majority Leader Schumer,

As organizations that promote economic security, civil rights, public health, and gender and racial justice, we thank you for your stated support of the Pregnant Workers Fairness Act (S. 4431). **As you consider the Senate’s priorities for the rest of the year, we urge you to bring the bill to the Senate floor for a standalone vote. If the bill does not receive a vote this Congress, it could be years before it passes, and millions of workers will continue to suffer discriminatory treatment and be denied the accommodations they need due to pregnancy, childbirth, and lactation. Time is running out.**

The Pregnant Workers Fairness Act (PWFA) has long enjoyed bipartisan support and for months has had the votes to pass on the Senate floor. The time to act is now, before it is too late. Securing critically needed accommodation protections for pregnant and postpartum workers—especially when women and families are facing so many barriers to their health and economic prosperity—is worth the time and must be prioritized.

Many pregnant and postpartum workers need modest workplace accommodations during pregnancy, such as more frequent bathroom breaks, temporary light duty work, or a private space for lactation needs. A recent [report](#) found that 3 million pregnant women—representing 70 percent of all pregnant women annually—work during their pregnancy each year. The PWFA will provide these workers with the right to reasonable accommodations to stay healthy and financially secure. Unfortunately, our current federal laws do not adequately protect pregnant workers. A stunning [two-thirds](#) of workers are losing their federal pregnancy accommodation claims in court.

This issue disproportionately harms Black and Latina women in low-paid, inflexible jobs, including frontline workers hailed as essential during the pandemic. The Pregnant Workers Fairness Act would provide critical relief by creating a clear standard, similar to the one established under the Americans with Disabilities Act, requiring employers to provide reasonable accommodations to workers with pregnancy-related limitations who need them, absent undue hardship. It will help keep pregnant and postpartum workers healthy while allowing them to remain in the workforce.

The Pregnant Workers Fairness Act has broad support from the business community, a diverse coalition of advocates, and the public. [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 PWFA. Protecting pregnant workers is an overwhelmingly popular issue for voters, with a [recent poll](#) showing 93%

saying it is important for employers to guarantee accommodations to pregnant and post-partum workers, and nearly two-thirds of voters saying that Congress should work quickly to pass the bill into law.

The PWFA has twice passed out of the House of Representatives with overwhelming bipartisan support and the bill was voted out of the Senate Health Education Labor & Pensions (HELP) Committee last year on a strong [19-2](#) bipartisan vote.

You must act now to ensure that pregnant workers do not have to choose between a paycheck and a healthy pregnancy. **We urge you to prioritize the Pregnant Workers Fairness Act and bring the bill to a standalone vote on the Senate floor this year.**

Sincerely,

32BJ SEIU  
A Better Balance  
Academy of Nutrition and Dietetics  
AFL-CIO  
Alabama Black Women's Roundtable  
Alabama Coalition on Black Civic Participation  
American Academy of Pediatrics  
American Association of University Women  
American Civil Liberties Union  
American College of Obstetricians and Gynecologists  
American Federation of State County and Municipal Employees  
Asian Pacific American Labor Alliance, AFL-CIO  
Association of Maternal & Child Health Programs  
Association of State Public Health Nutritionists  
Better Life Lab at New America  
Black Mamas Matter Alliance  
Black Women's Roundtable  
BreastfeedLA  
California Work & Family Coalition (Family Values at Work/Fiscal Sponsor)  
Catholic Labor Network  
Center for Law and Social Policy  
Center for WorkLife Law  
Central Healthy Start  
Christine's Care & Compassion  
Coalition for Social Justice  
Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces  
Connecticut Women's Education and Legal Fund (CWEALF)  
Economic Opportunity Institute  
ERA Coalition  
Every Texan  
Family Equality

Family Values @ Work  
First Focus Campaign for Children  
Florida Policy Institute  
Friends Committee on National Legislation  
Futures Without Violence  
Golden State Opportunity  
Hawaii Children's Action Network Speaks!  
Health Care Voices  
Healthy Start of North Central Florida  
HealthyWomen  
Hispanic Federation  
HMHBGA  
Hoosier Action  
Institute for Women's Policy Research  
Ipas Partners for Reproductive Justice  
Jewish Women International  
Justice for Migrant Women  
Kansas Breastfeeding Coalition  
Kentucky Equal Justice Center  
Main Street Alliance  
March for Moms  
March of Dimes  
Marshall Plan for Moms  
MCCOY (Marion County Commission on Youth)  
Mi Familia Vota  
Michigan Breastfeeding Network  
Mississippi Black Women's Roundtable  
MomsRising  
NAACP Legal Defense and Educational Fund, Inc. (LDF)  
National Advocacy Center of the Sisters of the Good Shepherd  
National Association of Social Workers, CT Chapter  
National Council of Jewish Women  
National Council of Jewish Women Minnesota  
National Diaper Bank Network  
National Employment Law Project  
National Employment Lawyers Association  
National Organization for Women  
National Partnership for Women & Families  
National Urban League  
National WIC Association  
National Women's Law Center  
Network Lobby for Catholic Social Justice  
New Jersey Citizen Action  
New Jersey Time to Care Coalition  
New Orleans Maternal and Child Health Coalition  
North Carolina Coalition Against Domestic Violence

Northeast Florida Healthy Start Coalition, Inc.  
OPAWL - Building AAPI Feminist Leadership  
Oregonizers  
Oxfam America  
Parents for Public Schools, Inc.  
Physicians for Reproductive Health  
Planned Parenthood Federation of America  
Pro-Choice North Carolina  
Public Advocacy for Kids (PAK)  
RESULTS  
Service Employees International Union (SEIU)  
Sisters of Charity of Nazareth Congregational Leadership  
Sisters of Charity of Nazareth Western Province Leadership  
Society for Maternal-Fetal Medicine  
Society of Women Engineers  
Sojourners  
The Episcopal Church  
The Leadership Conference on Civil and Human Rights  
The Little Timmy Project  
The National Domestic Violence Hotline  
The National Education Association  
The Workers Circle  
U.S. Breastfeeding Committee  
U.S. Chamber of Commerce  
Union for Reform Judaism  
United Food and Commercial Workers International Union  
University  
Women Employed  
Women of Reform Judaism  
Women's Law Project  
YWCA of the University of Illinois  
YWCA USA  
ZERO TO THREE