

## CONGRESS SHOULD PASS THE PREGNANT WORKERS FAIRNESS ACT H.R. 1975/S. 942

No woman should be forced to choose between a healthy pregnancy and her job.

When Congress enacted the Pregnancy Discrimination Act thirty-five years ago, it prohibited employers from discriminating against employees based on pregnancy, childbirth or related medical conditions. Yet, at a time when women constitute almost half the work force, and millions work during their pregnancies, discrimination against pregnant women persists.

Today, too many pregnant working women are , pushed out of their jobs because employers refuse to provide temporary work modifications† like a stool to sit on, permission to carry a bottle of water, a break from lifting heavy boxes† that would allow them to remain productive employees and maintain a healthy pregnancy. These temporary adjustments may be especially important for women who are, for example, police officers, food service workers, truck drivers, delivery workers, and retail salespersons† jobs that require sustained physical activity.

The Pregnant Workers Fairness Act (PWFA) addresses this problem by making it crystal clear that employers must provide reasonable accommodations for limitations caused by pregnancy, just as they already must provide reasonable accommodations for limitations caused by disabilities.

The Pregnant Workers Fairness Act promotes the physical health and economic security of women and their families.

When a pregnant worker is forced to quit, coerced into taking unpaid leave, or fired because her employer refuses to provide a temporary job accommodation, the impact on her family can be severe and long-lasting. If she is the sole or primary breadwinner in the family, as many working women

are, she will be without an income or health care benefits when she most needs them. She may be ineligible for unemployment or other forms of public assistance and may have few, if any, additional resources on which to rely. PWFA ensures that women and families would not face such devastating circumstances and instead allows women to remain

