

**Congress of the United States**  
Washington, DC 20510

November 10, 2022

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

The Honorable Mitch McConnell  
Minority Leader  
United States Senate  
Washington, D.C. 20510

Dear Majority Leader Schumer and Minority Leader McConnell,

We write to thank you for your continued support of S. 4431, the Pregnant Workers Fairness Act (PWFA), and to respectfully urge you to pass the legislation without delay. This bill is critically important to the health and wellbeing of women and families and would further Congress' goal of advancing safe workplaces free from discrimination.

Despite passage of the Pregnancy Discrimination Act in 1978, which made it illegal to discriminate against workers on the basis of pregnancy, childbirth, or related medical conditions, pregnant workers continue to be forced out of jobs and denied reasonable accommodations. In fact, according to a recent report, two-thirds of pregnant workers are losing their pregnancy accommodation cases in federal court. A 2013 study estimated that 250,000 women per year are denied accommodations, and many more do not ask for the accommodations they need to work and maintain a healthy pregnancy. These include a warehouse employee in Tennessee who suffered a miscarriage after lifting heavy boxes and being denied light duty; a retail worker in Kansas who was fired because she needed to carry a water bottle to stay hydrated; and a hardware assembler in Ohio who was terminated after her doctor recommended she not lift more than 20 pounds.

No one should have to choose between a healthy pregnancy and a paycheck. More than 85 percent of women will become mothers at some point in their working lives, and most can't afford not to work, especially with a baby on the way. That's why the Pregnant Workers Fairness Act is a bipartisan priority and a public health and economic imperative. By clarifying that employers must, absent undue hardship, make reasonable accommodations for pregnant and postpartum workers – such as allowing workers to have a stool to sit, space to express breastmilk, or to carry a water bottle – PWFA can lead to fewer preterm births, prevent lower birth weight, reduce the risk for miscarriages, and improve maternal health. To quote the U.S. Conference of Catholic Bishops, “These and other efforts to protect pregnant workers and new

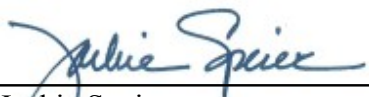
mothers should be applauded as they demonstrate a respect for life, family, and the dignity of workers.”

The wide-ranging support from faith organizations, maternal health groups, business associations, the U.S. Chamber of Commerce, Society for Human Resource Management, and National Retail Federation, labor unions, and women’s and civil rights organizations proves that this is an issue whose time has come. Business leaders appreciate the predictability of a clear and enforceable rule and recognize that women’s labor force participation is key to the strength of the economy. At a time when there are still 808,000 fewer women in the labor force than before the pandemic, representing 100 percent of net labor force leavers, Congress must enable more women to work and maintain their financial stability by strengthening protections for pregnant workers.

The Pregnant Workers Fairness Act is pro-family legislation that addresses the pervasive and pernicious challenge of workers being pushed out of their jobs and denied reasonable accommodations. It answers the clarion call of women desperate to not have to choose between a healthy pregnancy and a job. As Members of the House, we were proud to support the legislation in a strong, bipartisan vote of 315-101. We are heartened that the legislation has the votes to pass the Senate and stand ready to assist your efforts in advancing the bill to the President’s desk.

Thank you for your consideration.

Sincerely,



Jackie Speier  
Member of Congress



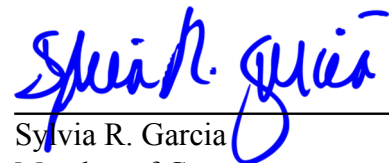
Brenda L. Lawrence  
Member of Congress




Lois Frankel  
Member of Congress



Veronica Escobar  
Member of Congress

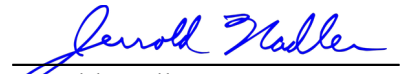


Sylvia R. Garcia  
Member of Congress



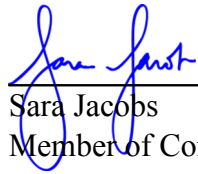
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Lauren Underwood  
Member of Congress



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Jerrold Nadler  
Member of Congress



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Sara Jacobs  
Member of Congress



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Nikema Williams  
Member of Congress



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Eleanor Holmes Norton  
Member of Congress



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Anthony G. Brown  
Member of Congress



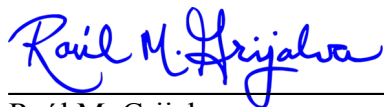
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Marcy Kaptur  
Member of Congress



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Katie Porter  
Member of Congress



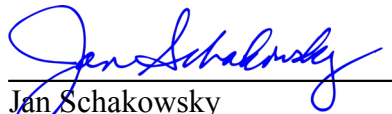
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Raúl M. Grijalva  
Member of Congress



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James P. McGovern  
Member of Congress



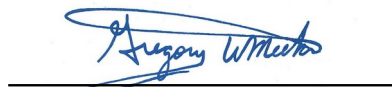
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Jan Schakowsky  
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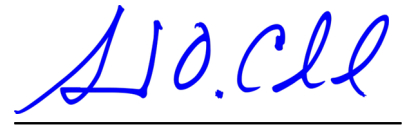
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Sheila Jackson Lee  
Member of Congress



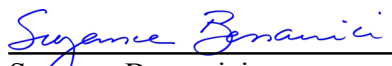
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Gregory W. Meeks  
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Salud Carbajal  
Member of Congress




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Suzanne Bonamici  
Member of Congress




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Cynthia Axne  
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Madeleine Dean  
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Haley M. Stevens  
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Adriano Espaillat  
Member of Congress



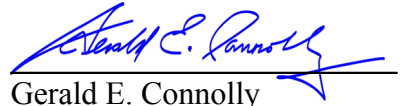
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Emanuel Cleaver, II  
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Ted W. Lieu  
Member of Congress



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Gerald E. Connolly  
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Joaquin Castro  
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Yvette D. Clarke  
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David J. Trone  
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Ann McLane Kuster  
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Daniel T. Kildee  
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Dina Titus  
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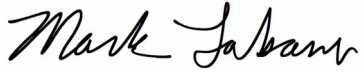
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Bonnie Watson Coleman  
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Jason Crow  
Member of Congress



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Mark Takano  
Member of Congress



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Peter Welch  
Member of Congress



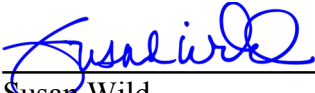
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Jamaal Bowman, Ed.D.  
Member of Congress



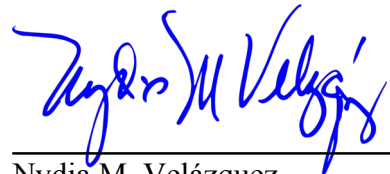
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John Garamendi  
Member of Congress



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Susan Wild  
Member of Congress



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Nydia M. Velázquez  
Member of Congress



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André Carson  
Member of Congress



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Betty McCollum  
Member of Congress



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Susie Lee  
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Rosa L. DeLauro  
Member of Congress



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Ro Khanna  
Member of Congress



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Barbara Lee  
Member of Congress



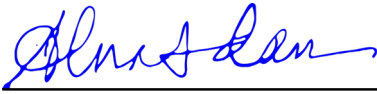
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Frederica S. Wilson  
Member of Congress



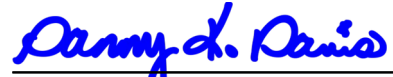
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Dwight Evans  
Member of Congress



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Alma S. Adams, Ph.D.  
Member of Congress



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Danny K. Davis  
Member of Congress



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Bill Foster  
Member of Congress



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Andy Levin  
Member of Congress



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Karen Bass  
Member of Congress



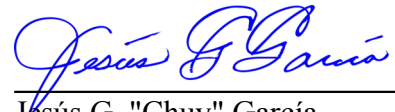
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Tony Cárdenas  
Member of Congress



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Chris Pappas  
Member of Congress



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Jesús G. "Chuy" García  
Member of Congress



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Doris Matsui  
Member of Congress



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Gwen S. Moore  
Member of Congress



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Jim Costa  
Member of Congress



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Henry C. "Hank" Johnson, Jr.  
Member of Congress



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Debbie Wasserman Schultz  
Member of Congress



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Lisa Blunt Rochester  
Member of Congress



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Ayanna Pressley  
Member of Congress



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Lucy McBath  
Member of Congress





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Marie Newman  
Member of Congress



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Terri A. Sewell  
Member of Congress



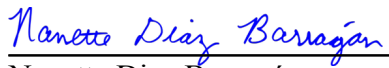
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Adam B. Schiff  
Member of Congress



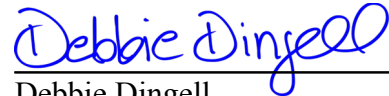
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Deborah K. Ross  
Member of Congress



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Nanette Diaz Barragán  
Member of Congress



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Debbie Dingell  
Member of Congress



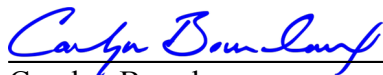
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Grace F. Napolitano  
Member of Congress



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Mike Thompson  
Member of Congress



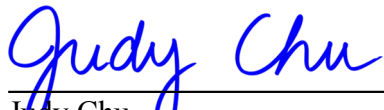
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Carolyn Bourdeaux  
Member of Congress



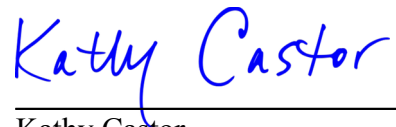
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Eric Swalwell  
Member of Congress



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Judy Chu  
Member of Congress



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Kathy Castor  
Member of Congress



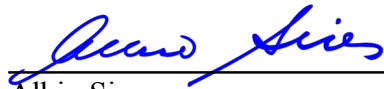
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Lori Trahan  
Member of Congress



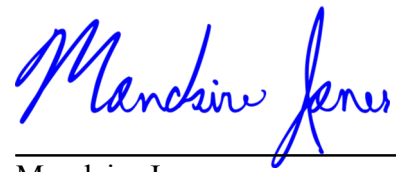
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Kathy Manning  
Member of Congress



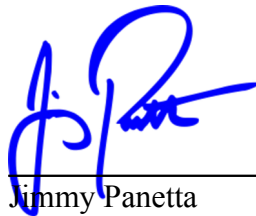
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Albio Sires  
Member of Congress



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Mondaire Jones  
Member of Congress



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Jimmy Panetta  
Member of Congress



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Mark DeSaulnier  
Member of Congress



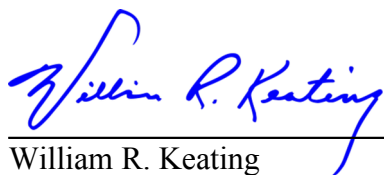
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Suzan K. DelBene  
Member of Congress



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Grace Meng  
Member of Congress



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William R. Keating  
Member of Congress



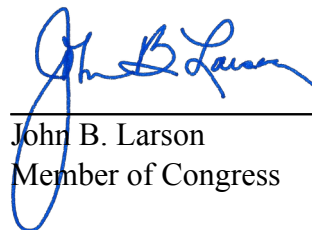
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Al Green  
Member of Congress



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Adam Smith  
Member of Congress



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John B. Larson  
Member of Congress



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Rashida Tlaib  
Member of Congress




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Stephen F. Lynch  
Member of Congress



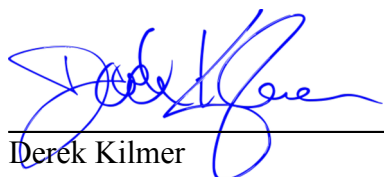
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Norma J. Torres  
Member of Congress



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Robin L. Kelly  
Member of Congress



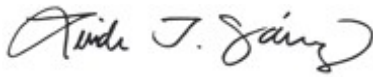
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Derek Kilmer  
Member of Congress



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Alan Lowenthal  
Member of Congress



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Linda T. Sánchez  
Member of Congress



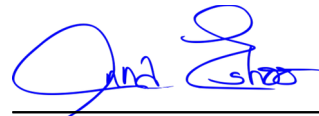
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Julia Brownley  
Member of Congress



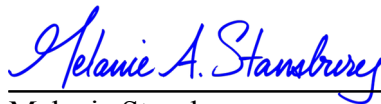
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Brendan F. Boyle  
Member of Congress



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Anna G. Eshoo  
Member of Congress



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Melanie Stansbury  
Member of Congress



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Chellie Pingree  
Member of Congress



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Seth Moulton  
Member of Congress



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Bradley Scott Schneider  
Member of Congress




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Andy Kim  
Member of Congress



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Pramila Jayapal  
Member of Congress



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John P. Sarbanes  
Member of Congress



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Peter A. DeFazio  
Member of Congress



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Cori Bush  
Member of Congress




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Donald S. Beyer Jr.  
Member of Congress



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Lucille Roybal-Allard  
Member of Congress



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Teresa Leger Fernández  
Member of Congress




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Jamie Raskin  
Member of Congress



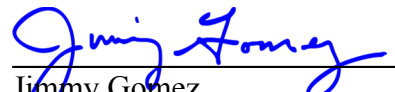
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C. A. Dutch Ruppberger  
Member of Congress



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Shontel M. Brown  
Member of Congress



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Jimmy Gomez  
Member of Congress

Ed Case

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Ed Case  
Member of Congress

Steve Cohen

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Steve Cohen  
Member of Congress

David N. Cicilline

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David N. Cicilline  
Member of Congress

Darren Soto

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Darren Soto  
Member of Congress

Sanford D. Bishop, Jr.

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Sanford D. Bishop, Jr.  
Member of Congress

G. K. Butterfield

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G. K. Butterfield  
Member of Congress

Troy Carter

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Troy Carter  
Member of Congress

Lloyd Doggett

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Lloyd Doggett  
Member of Congress

Ami Bera

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Ami Bera, M.D.  
Member of Congress

Sheila Cherfilus-McCormick

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Sheila Cherfilus-McCormick  
Member of Congress



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Donald Norcross  
Member of Congress



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David Scott  
Member of Congress



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Cheri Bustos  
Member of Congress



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Marc A. Veasey  
Member of Congress



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Chrissy Houlahan  
Member of Congress



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A. Donald McEachin  
Member of Congress