

The Pregnant Workers Fairness Act

The facts

Workers should not be forced out of their job just because they are pregnant. Introduced in June 2015 in both the House and the Senate, the Pregnant Workers Fairness Act (PWFA) would grant pregnant workers the protections they need to continue working in a safe environment, without fear of losing their job because of unsafe working conditions while pregnant.

The PWFA requires employers to grant pregnant workers reasonable accommodations that enable them to continue working throughout their pregnancy in a capacity that also allows them to support a healthy pregnancy:

- ★ Under the PWFA, reasonable accommodation requirements apply to all employers with fifteen or more employees.
- ★ The PWFA requires that the process of providing reasonable accommodations be an interactive one, where both the employer and pregnant employee work together to find the appropriate accommodation.
- ★ The PWFA allows for a narrow exemption from these requirements if the accommodation would create an undue hardship for the employer.
- ★ The protections available under the PWFA apply to pregnant workers, as well as to pregnant applicants.

Why it matters

Under current law, employers are prohibited from firing workers on the basis of being pregnant. However, employers still frequently refuse to provide pregnant workers with the reasonable accommodations necessary for them to continue working. This effectively places pregnant workers in the unjust position of deciding between quitting their job and continuing to work under unhealthy work conditions while pregnant.

The harms of pregnancy discrimination fall disproportionately on low income women. A steady source of income is incredibly important to continue a healthy pregnancy. This legislation provides pregnant workers with the economic security they need to support themselves throughout their pregnancy.



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What you can do

There are more pregnant workers in the workforce than ever previously before, and they need and deserve the protections provided under the PWFA. This bipartisan piece of legislation will provide pregnant workers with clear statutory protections from unjust workplace pregnancy discrimination.

[Contact your Representative and Senator](#) and urge them to support this important bill.

Resources

If you or someone you know has faced pregnancy discrimination in workplace, the U.S. Equal Employment Opportunity Commission provides a detailed guide for filing a charge: <http://www.eeoc.gov/employees/charge.cfm>.



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