

May 13, 2021

TO THE MEMBERS OF THE U.S. HOUSE OF REPRESENTATIVES:

We urge Congress to pass H.R. 1065, the “Pregnant Workers Fairness Act.” This bill would provide pregnant employees with important workplace protections while also making sure employers have clear and flexible options to ensure pregnant employees can remain at work for as long as they wish.

The Pregnant Workers Fairness Act, as reported by the House Education and Labor Committee, is a balanced approach that clarifies an employer’s obligation to accommodate the known limitations of employees and job applicants that accompany pregnancy. This legislation uses an interactive, reasonable accommodation process similar to the Americans with Disabilities Act and specifies a pregnant employee may take leave only after the employer and employee have exhausted the possibility of other reasonable accommodations.

This bipartisan bill is a strong reminder that through good faith negotiations, legislative solutions to important workplace questions and problems can be found. We believe that Congress should pass H.R. 1065 with no changes.

Sincerely,

Associated Builders and Contractors  
BASF Corporation  
College and University Professional Association for Human Resources  
Dow  
HR Policy Association  
International Franchise Association  
National Restaurant Association  
National Retail Federation  
pH-D Feminine Health  
Retail Industry Leaders Association  
Society for Human Resource Management  
U.S. Chamber of Commerce