

September 14, 2020

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

We urge Congress to pass the Pregnant Workers Fairness Act (H.R. 2694). 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 to do so.

The Pregnant Workers Fairness Act (PWFA), as passed 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. The PWFA 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 the PWFA with no changes.

Sincerely,

H.R. Policy Association
International Franchise Association
National Retail Federation
Retail Industry Leaders Association
Society for Human Resource Management
U.S. Chamber of Commerce