

CHAMBER OF COMMERCE
OF THE
UNITED STATES OF AMERICA

NEIL L. BRADLEY
EXECUTIVE VICE PRESIDENT
& CHIEF POLICY OFFICER

1615 H STREET, NW
WASHINGTON, DC 20062
(202) 463-5310

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TO THE MEMBERS OF THE UNITED STATES SENATE:

The U.S. Chamber of Commerce strongly supports S. 1486, the “Pregnant Workers Fairness Act (PWFA).” This bipartisan compromise, which passed the House of Representatives by a vote of 315 to 101, would protect the interests of both pregnant employees and their employers. **Members of Congress who cosponsor this legislation will receive credit for the Leadership component of the “How They Voted” scorecard.**

Employers currently face great uncertainty about whether, and how, they are required to accommodate pregnant workers. The PWFA would clarify an employer’s obligation to accommodate a pregnant employee or applicant with a known limitation that interferes with her ability to perform some essential functions of her position.

The PWFA takes advantage of the widely known and accepted interactive process associated with the Americans with Disabilities Act (ADA) that is used to find reasonable accommodations for employees covered by the ADA, and also carries forward the 15-or-more-employee threshold from the ADA.

The Chamber worked extensively with advocates for this bill to find bipartisan agreement. This important bill is a reminder that through good faith negotiations, legislative solutions to important questions and problems can be achieved. We urge you to cosponsor S. 1486, the “Pregnant Workers Fairness Act.”

Sincerely,



Neil L. Bradley