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| May 11, 2017 | 202-224-6244 |

**Heller, Colleagues Reintroduce Bipartisan Pregnant Workers Fairness Act**
*Legislation Protects Pregnant Workers From Workplace Discrimination*

**Washington, D.C.** – U.S. Senator Dean Heller (R-NV) reintroduced The Pregnant Workers Fairness Act, bipartisan legislation that would protect pregnant workers from workplace discrimination. The legislation legal ambiguities and help ensure that pregnant women are treated fairly on the job. The legislation, which is closely modeled after the Americans with Disabilities Act (ADA).

 “As a father of two daughters, I believe employers should provide reasonable accommodations for pregnant workers – not penalize them for being pregnant. Women are an integral part of our workforce, and this legislation recognizes that women’s medical needs must be addressed without imposing an unnecessary burden on employers,” **said Senator Heller.**

“Women should not live in fear of losing their jobs or being forced on leave because they are pregnant,” **said Casey**. “This legislation will ensure women are offered real protection in the fight against pregnancy discrimination.”

“No expectant mother should have to choose between giving up her job or jeopardizing the health of her pregnancy,” **said Shaheen.** “Congress must work together to safeguard the important role of women in our workforce and prevent employer discrimination. This bipartisan legislation will ensure that pregnant workers are afforded reasonable on-the-job accommodations and protected from unfair retaliation.”

 “No woman should have to choose between a health pregnancy and a paycheck,” **said Nadler**. “Often a simple fix – a bottle of water during a shift, an extra bathroom break, a chair – will allow women to stay on the job and support their families throughout their pregnancy. The PWFA creates an affirmative duty to accommodate pregnant women unless the accommodation imposes an undue hardship on the employer. We know exactly what this language means, employers know just what to expect, and, most importantly, pregnant women know they will be protected. As we celebrate Mother’s Day this weekend, it is imperative that we give all moms and moms-to-be the security to know they can stay on the job no matter what.”

“Women should never worry about losing their job simply because they’re pregnant,” **said Coffman.** “This bipartisan effort strengthens our society and ensures women are never forced to decide between their child and their job. As we strengthen the workforce of the 21st century, so too we should strengthen protections for working mothers.”

The Pregnant Workers Fairness Act requires employers to make reasonable accommodations—such as a minor job modification—that would allow pregnant workers to continue working and prevent them from being forced out on leave or out of their jobs. The bill also prohibits employers from denying employment opportunities to women based on their need for reasonable accommodations related to pregnancy, childbirth, or related medical conditions.

The legislation is supported by: A Better Balance, American Civil Liberties Union (ACLU), American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), American Association of University Women (AAUW), American Congress of Obstetricians and Gynecologists, California Women’s Law Center, Equal Rights Advocates, Hadassah, The Leadership Conference on Civil and Human Rights, Legal Aid Society – Employment Law Center, Legal Momentum, Main Street Alliance, March of Dimes, National Organization for Women, National Partnership for Women & Families, National Women’s Law Center, Physicians for Reproductive Health, Religious Action Center of Reform Judaism, U.S. Women’s Chamber of Commerce.

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