

An open letter in support of the Pregnant Workers Fairness Act from leading private-sector employers

May 14, 2019

Dear Members of Congress,

Women's labor force participation is critical to the strength of our companies, the growth of our economy and the financial security of most modern families. The private sector and our nation's elected leaders must work together to ensure that working women and families have the protections and opportunities they need to participate fully and equally in the workplace. This Mother's Day, 11 leading companies have come together in support of working mothers and mothers-to-be by calling on Congress to pass H.R. 2694, the bipartisan Pregnant Workers Fairness Act, without delay.

Over forty years ago, Congress passed the Pregnancy Discrimination Act of 1978, which made it illegal to discriminate against most working people on the basis of pregnancy, childbirth or related medical conditions. Since that time, 25 states have passed legislation expanding protections for pregnant workers – and many employers have done the same. It's now time to clarify and strengthen existing federal protections for pregnant workers by passing the Pregnant Workers Fairness Act. This bill would ensure that pregnant women who want to continue working receive reasonable accommodations so they can do so.

This past weekend, families across the nation honored the extraordinary mothers in their lives. As a business community, we strive to better support working mothers and mothers-to-be every day. We urge the passage of the Pregnant Workers Fairness Act as an important step toward ensuring the health, safety and productivity of our modern workforce – and the workforce of tomorrow that they will help raise.

Signed:

Adobe

San Jose, California

Amalgamated Bank

New York, New York

Chobani

Norwich, New York

Cigna Corp.

Bloomfield, Connecticut

Facebook

Menlo Park, California

ICM Partners

Los Angeles, California

L'Oréal USA

New York, New York

Levi Strauss & Co.

San Francisco, California

Microsoft Corporation

Redmond, Washington

Spotify

New York, New York

U.S. Women's Chamber of Commerce

Washington, District of Columbia