

Open Letter in Support of the Pregnant Workers Fairness Act From Leading Private-Sector Employers

July 30, 2021

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. Thirty-seven leading companies and associations from across states and industries have come together in support of pregnant workers and their families by calling on Congress to pass the bipartisan Pregnant Workers Fairness Act (H.R. 1065/S. 1486) without delay.

More than 40 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, 31 states including the District of Columbia and four cities now require certain employers to provide accommodations to pregnant employees at work. 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 workers who need reasonable accommodations can receive them and continue to do their jobs.

As a business community, we strive to create more equitable workplaces and better support pregnant workers and their families every day. We urge the passage of the Pregnant Workers Fairness Act as an important advancement toward ensuring the health, safety and productivity of our modern workforce – and the workforce of tomorrow.

Signed:

Adobe | San Jose, CA

Amalgamated Bank | New York, NY

AnitaB.org | Belmont, CA

BASF Corporation | Florham Park, NJ

Care.com, Inc. | Waltham, MA

Chobani | Norwich, NY

Cigna Corp. | Bloomfield, CT

Dow | Midland, MI

Expedia Group | Seattle, WA

Facebook | Menlo Park, CA

Gap Inc. | San Francisco, CA

H&M USA | New York, NY

HP | Palo Alto, CA

ICM Partners | Los Angeles, CA

J. Crew | New York, NY

Johnson & Johnson | New Brunswick, NJ

L'Oréal USA | New York, NY

Levi Strauss & Co. | San Francisco, CA

Madewell | Long Island City, NY

Mastercard | Purchase, NY

Microsoft Corporation | Redmond, WA

Navient, LLC. | Wilmington, DE

National Association of Manufacturers |
Washington, DC

Patagonia | Ventura, CA
PayPal | San Jose, CA
Postmates | San Francisco, CA
Salesforce | San Francisco, CA
Society of Women Engineers | Chicago, IL
Spotify | New York, NY
Square, Inc. | San Francisco, CA
Sun Life | Wellesley, MA
Thinx | New York, NY
U.S. Women's Chamber of Commerce | Washington, DC

The Sustainable Food Policy Alliance:

Danone North America | White Plains, NY
Mars, Incorporated | McLean, VA
Nestlé USA | Arlington, VA
Unilever United States | Englewood Cliffs, NJ