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August 2, 2021

U.S. Senate
Committee on Health, Education, Labor and Pensions
Washington, DC 20510

Dear Senator:

On behalf of our 3 million members and the 50 million students they serve, we urge you to vote YES on the Pregnant Workers Fairness Act (S. 1486). Votes on this issue may be included in the NEA Report Card for the 117th Congress.

More than three-quarters of women—half the American workforce and nearly 80 percent of educators—will be pregnant and employed at some point in their lives. Women are important breadwinners in their families, yet all too often, pregnant women are pushed out of their jobs or forced to risk their health to continue earning a paycheck. The **Pregnant Workers Fairness Act of 2021 would help by:**

- Clarifying existing laws and creating a uniform national standard for reasonable accommodations for pregnancy, childbirth, and related conditions;
- Providing reasonable accommodations to pregnant women to reduce health risks to them and their babies;
- Prohibiting employers from denying a pregnant worker employment opportunities or forcing the worker to take an accommodation that she does not want or need;
- Prohibiting employers from forcing a pregnant worker to take leave when another reasonable accommodation could keep her on the job;
- Requiring the U.S. Equal Employment Opportunity Commission to make rules implementing the law, including a list of exemplary accommodations that should be provided unless they pose an undue hardship to employers; and
- Addressing this issue through a framework modeled after the Americans with Disabilities Act.

Every pregnant worker should be able to support her family, without risking the health either of herself or her unborn child. S. 1486 is crucial to bringing about fairness in the workplace for pregnant workers, and we urge you to vote YES.

Sincerely,

Marc Egan
Director of Government Relations
National Education Association