



October 22, 2019

The Honorable Bobby Scott  
Chairman  
Committee on Education & Labor  
U.S. House of Representatives  
Washington D.C. 20515

The Honorable Virginia Foxx  
Ranking Member  
Committee on Education & Labor  
U.S. House of Representatives  
Washington D.C. 20515

The Honorable Suzanne Bonamici  
Chairwoman  
Committee on Education & Labor  
Subcommittee on Civil Rights & Human Services  
Washington, D.C. 20515

The Honorable James Comer  
Ranking Member  
Committee on Education & Labor  
Subcommittee on Civil Rights & Human Services  
Washington, D.C. 20515

RE: "Long Over Due: Exploring the Pregnant Workers' Fairness Act (H.R. 2694)"

Chairwoman Bonamici, Ranking Member Comer, Members of the Committee,

On behalf of 1,000 Days, I am writing to express our support for the *Pregnant Workers Fairness Act* (H.R. 2694). 1,000 Days is the leading nonprofit organization working in the U.S. and around the world to ensure women and children have the healthiest first 1,000 days. The 1,000-day window between the start of a woman's pregnancy and her child's second birthday is a period of both tremendous potential and enormous vulnerability.

H.R. 2694 requires employers to make reasonable accommodations for pregnant employees and ensures that workers cannot be discriminated or retaliated against for seeking those accommodations. This commonsense, bipartisan bill is similar to legislation already in place in 27 states, building upon protections outlined in the *Pregnancy Discrimination Act* [P.L.95-555]. H.R. 2694 would create a national standard ensuring that a woman's safety and well-being at work are not dependent on her zip code.

The care and support a woman receives during her pregnancy has a profound impact on the health and well-being of both herself and her child. However, too many women – particularly low-income women and those who work in physically demanding occupations – are put in the impossible position of having to risk their health or their pregnancy in order to continue working so they can pay their bills and put food on the table. When women are unable to receive necessary accommodations at work or are obliged to forgo their salary during pregnancy, they increase the risk of pregnancy complications. Similarly, when pregnant women are pushed out of the workforce, their financial well-being and access to employer-provided health insurance and other important benefits are compromised. This can have a long-term impact on a mother's health and that of her child.

1,000 Days commends Chairmen Nadler and Scott, as well as Representatives Katko, Herrera Beutler, and McBath for their leadership on this important legislation. The *Pregnant Workers Fairness Act* is vital to ensuring the long-term health and economic security of pregnant workers, their families and our communities. Thank you for the opportunity to share our views.

Sincerely,

A handwritten signature in black ink that reads "Kathryn Stephens". The signature is fluid and cursive, with the first name "Kathryn" being larger and more prominent than the last name "Stephens".

Kathryn Stephens

Interim Executive Director  
1,000 Days