



**Written Statement for the Pennsylvania House Labor and Industry Committee
On House Bill 1176 The Pregnant Workers Fairness Act
October 8, 2015
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Thank you Representative Mauree Gingrich and members of the House Labor & Industry Committee for the opportunity to voice support for House Bill 1176, the Pregnant Workers Fairness Act, on behalf of the Pennsylvania state chapter of the National Organization for Women (PA NOW). We strongly support this legislation.

It's 2015 and women make up just shy of half the workforce in this country. American families rely on working mothers to survive financially. These days, neither women nor men want to feel forced to choose between having a family and getting ahead at work. Yet Pennsylvania businesses have been slow to adjust to these facts.

The Pregnant Workers Fairness Act would require businesses to provide commonsense accommodations to pregnant workers such as restroom breaks, the ability for the worker to drink water, or take periodic rests if her job keeps her on her feet, assistance with manual labor tasks, if needed, and other minor adjustments, unless it places an undue hardship on the employer to do so. These kind of adjustments are routinely made for workers with a temporary disability. Pregnancy should be treated for what it is: temporary.

Philadelphia has had this law in place for nearly two years and it is time for all Pennsylvania workers to be protected. Pennsylvania NOW urges you to support HB1176 and pass it quickly. We also urge you to support HB1100, which provides for Workplace Accommodations for Breastfeeding mothers. Mothers are a permanent part of the US workforce and should be treated fairly!