

February 27, 2020

Speaker Nancy Pelosi  
United States House of Representatives

Leader Kevin McCarthy  
United States House of Representatives

Dear Speaker Pelosi and Leader McCarthy:

As the voice of all things work, workers, and the workplace, the Society for Human Resource Management (SHRM) is shaping the way employers and employees thrive together. As such, we write in strong support of H.R. 2694, the Pregnant Workers Fairness Act (PWFA), and urge the House of Representatives to advance this bipartisan legislation.

In pursuit of our mission to create better workplaces for a better world, SHRM empowers people and workplaces by advancing human resource practices that maximize human potential. SHRM believes H.R. 2694 provides important workplace protections for pregnant workers, while ensuring employers have flexibility and clarity regarding how best to ensure pregnant employees can remain in the workplace.

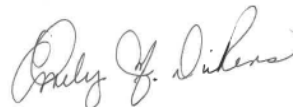
The amended PWFA closely aligns with the Americans with Disabilities Act triggering a familiar, interactive process once an employee requests an accommodation to perform essential functions of her position. Importantly, leave may be provided as an accommodation only after the interactive process cannot identify a reasonable accommodation within the workplace.

Inclusion plays an integral role in fostering mutually beneficial work environments that serve both businesses and employees. H.R. 2694 is balanced legislation and SHRM encourages all members of the House to cosponsor this bill.

Sincerely,



Johnny C. Taylor, Jr., SHRM-SCP  
President & CEO



Emily M. Dickens  
Corporate Secretary and Chief of Staff  
Head, Government Affairs

CC: Members of the U.S. House of Representatives