



March 26, 2015

**RE: Vote "YES" on the Casey-Shaheen-Murray Amendment #632
(Pregnancy Accommodations) to S. Con. Res. 11, the Budget Resolution**

Dear Senator:

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On behalf of the American Civil Liberties Union, we write to urge you to vote "YES" on the Casey-Shaheen-Murray Amendment #632 to the Budget Resolution that would create a deficit-neutral reserve fund relating to efforts to prevent employment discrimination and to provide pregnant workers with a right to workplace accommodations.

When Congress enacted the Pregnancy Discrimination Act of 1978, it prohibited employers from discriminating against employees based on pregnancy, childbirth or related medical conditions. Yet at a time when women constitute almost half the work force, and millions work during their pregnancies, discrimination against pregnant women persists. Today, too many pregnant workers are "pushed out" of their jobs because employers refuse to provide temporary work modifications – like a stool to sit on, permission to carry a bottle of water, a break from lifting heavy boxes – that would allow them to continue working and maintain a healthy pregnancy.

Yesterday, the Supreme Court ruled that denying pregnant workers accommodations that are routinely granted to other workers similar in ability to work would not pass judicial scrutiny if the employer's policies impose a significant and unjustified burden on pregnant workers. This is an important victory for pregnant workers and reaffirms Congress's intent when it passed the Pregnancy Discrimination Act. But legislative action is still necessary to ensure that no woman will have to choose between her job and a healthy pregnancy. Legislation would benefit both employers and workers by providing a clear and streamlined framework to address the need for pregnancy accommodations.

We strongly urge senators to support Amendment #632.

Sincerely,

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