

Help Protect RI's Pregnant Workers!

Pass S2779 and H7982

Current law **does not guarantee** [Rhode Island](#) women workplace accommodations during pregnancy.

No woman should have to choose **between a healthy pregnancy and keeping her job.**

Promoting women's economic security for a new family is in the best interest of the family and **saves the taxpayers money.**

The accommodations that allow pregnant women to stay working longer are typically of **no cost or low-cost to the employer.**

Providing accommodations benefits business owners, enabling them to **keep good workers on the job for longer and saving them the expensive costs** of hiring and retraining new employees.

Women who need job income but lack accommodations **may be forced** to continue working under **unhealthy conditions, risking** their own health as well as the health of their babies.

States that have pregnant worker

Laws include: Alaska, California, Connecticut, Hawaii, Illinois, Louisiana, Maryland, New Jersey, Texas, and West Virginia.

New York City, Philadelphia and Central Falls, RI have city-wide protections.

What are Reasonable Accommodations?

Bathroom breaks, a place to sit, or a water bottle at a work station.

Accommodations help ensure working women have healthy pregnancies and healthy babies.

What is pregnancy discrimination at work?

During her pregnancy, a Central Falls resident (who wishes to remain anonymous) worked full-time as a retail **sales associate.**

Throughout her pregnancy, her boss **reprimanded** her for using the bathroom with increased frequency, **ridiculed** her for stretching to find a comfortable position and would not permit her to drink water or sit on the sales floor.

Nevertheless, she **stayed at her job** until her due date.

When asked why she didn't leave or file a complaint, she replied, "**I have responsibilities and a job is not easy to come by these days. I need my job.**"