



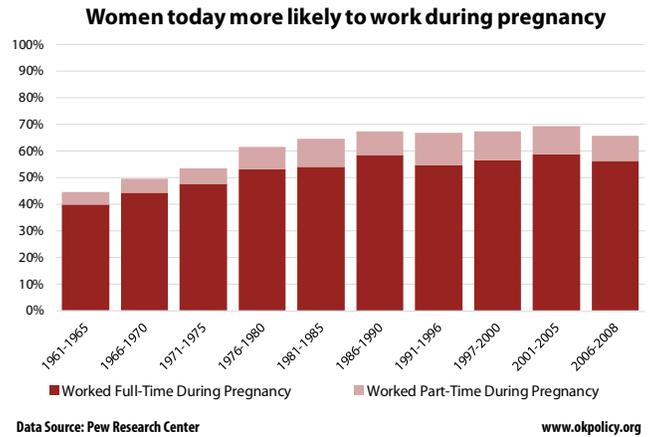
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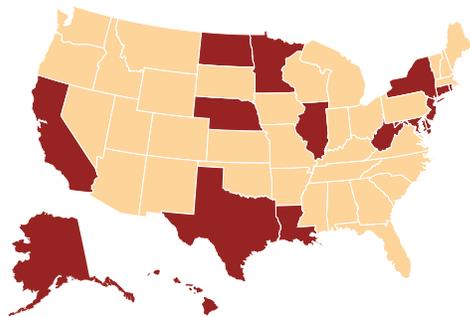
SUPPORT HB 2897: REASONABLE ACCOMMODATIONS FOR PREGNANT WORKERS ACT

Out of 52,568 Oklahoma women who were pregnant in 2014, 30,383 (57.8 percent) were in the workforce during their pregnancy. Across the country, more women are continuing to work while pregnant and through later stages of pregnancy. Yet when women face a physical conflict between work and childbearing, they may lose their job and their family will lose income at the very moment financial needs increase.

The pregnancy accommodation bill, HB 2897, would require employers to provide reasonable accommodations that do not force undue hardship on employers. Examples of reasonable accommodations include a stool to sit on, lighter duty for workers who lift things, increased water breaks, or desk duty for strenuous labor jobs. “Undue hardship” is defined as “any action that requires significant difficulty or expense when considered in relation to factors such as the size of the business, its financial resources and the nature and structure of its operation.”



Pregnancy accommodation laws have already been adopted in the District of Columbia and 16 states, including Texas, Louisiana, and Nebraska.



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| Alaska | Louisiana | North Dakota |
| California | Maryland | Rhode Island |
| Connecticut | Minnesota | Texas |
| Delaware | Nebraska | West Virginia |
| Hawaii | New Jersey | |
| Illinois | New York | |

Please approve HB 2897 to support strong families and reasonable job security protections for working mothers.