

SPOTLIGHT

Advancing justice for workers caring for themselves and their loved ones.



Celebrating the Passage of the Pregnant Workers Fairness Act & Other Work-Family Progress

Dear Friend,

This year, we are thrilled to celebrate that the Pregnant Workers Fairness Act and the PUMP for Nursing Mothers Act—two groundbreaking pieces of legislation we worked tirelessly to bring to fruition—are now law!

This moment is one of joy: finally, there is relief for millions of pregnant, postpartum, and lactating workers across the country, who have long been forced off the job due to a lack of access to vital workplace accommodations, leading to devastating economic and health implications. But as we reflect on these victories, we are also mindful of the road ahead. We at A Better Balance are gearing up for thorough, comprehensive enforcement and education

around these new protections, while also advocating for critical additional work and family legal supports.

You have stood beside us over the course of this decade-long fight and played a critical role in the movement to protect pregnant workers, and now, as we prepare to ensure these laws are meeting the needs of the workers who have long been awaiting these urgent protections, we are so grateful for your continued partnership.

In solidarity,

Dina & Sherry

The Problem

In 2011, ABB Co-Founder & Co-President Dina Bakst recognized a disturbing pattern: pregnant workers, especially women in low-wage and physically demanding jobs, were being pushed off the job for needing temporary workplace accommodations – such as water bottles, lifting restrictions, and stools to sit on – to maintain healthy pregnancies, and current law offered little help. It was clear they needed immediate relief to protect their health and stay attached to the workforce.

Every day, we assist workers in understanding and exercising their workplace rights via our free and confidential legal helpline, and through this resource combined with extensive legal research, the need for the PWFA became clear. Rep. Jerry Nadler, inspired by a *New York Times* op-ed authored by Bakst on this problem facing countless pregnant and postpartum workers, introduced the Pregnant Workers Fairness Act (PWFA) in 2012.

Mothers of the Movement: Meet the Women Who Inspired the PWFA

Central to the movement to pass the PWFA were the brave voices of the women who experienced pregnancy discrimination firsthand, who fought tirelessly by our side, rallying, testifying, meeting with lawmakers, and sharing their stories to call for change. Read below to learn about some of the women whose fierce advocacy made this victory a reality:



ARMANDA LEGROS, NEW YORK

Armanda was pushed off her job at an armored truck company in New York for needing a modest lifting restriction. As a result, she lost her health insurance and had to apply for food stamps, struggling to make ends meet. She testified before Congress in 2014, sharing her story to call for change.



LYNDI TRISCHLER, KENTUCKY

Lyndi, a police officer in Kentucky, was pushed off the job when she requested light duty, robbing her of critical income when she needed it most. Lyndi played a critical role in passing Kentucky's state Pregnant Workers Fairness Act, and spoke out multiple times to call for federal protections.



NATASHA JACKSON, SOUTH CAROLINA

Natasha's dream of owning a home disappeared after she was denied accommodations while pregnant. She spoke out about the economic impact pregnancy discrimination had on her family, helped pass South Carolina's Pregnancy Accommodation Act, continued fighting for a federal law, and ultimately went on to speak alongside President Biden, Vice President Harris, and former President Clinton at a 2023 White House event celebrating the federal PWFA's passage.



TASHA MURRELL, TENNESSEE

Tasha tragically experienced a miscarriage on the job at a national logistics company's warehouse after being denied light duty. She has been a fierce advocate for stronger protections for pregnant workers so that no woman is forced to endure what she went through, sharing her story at events, rallies, and in the media.



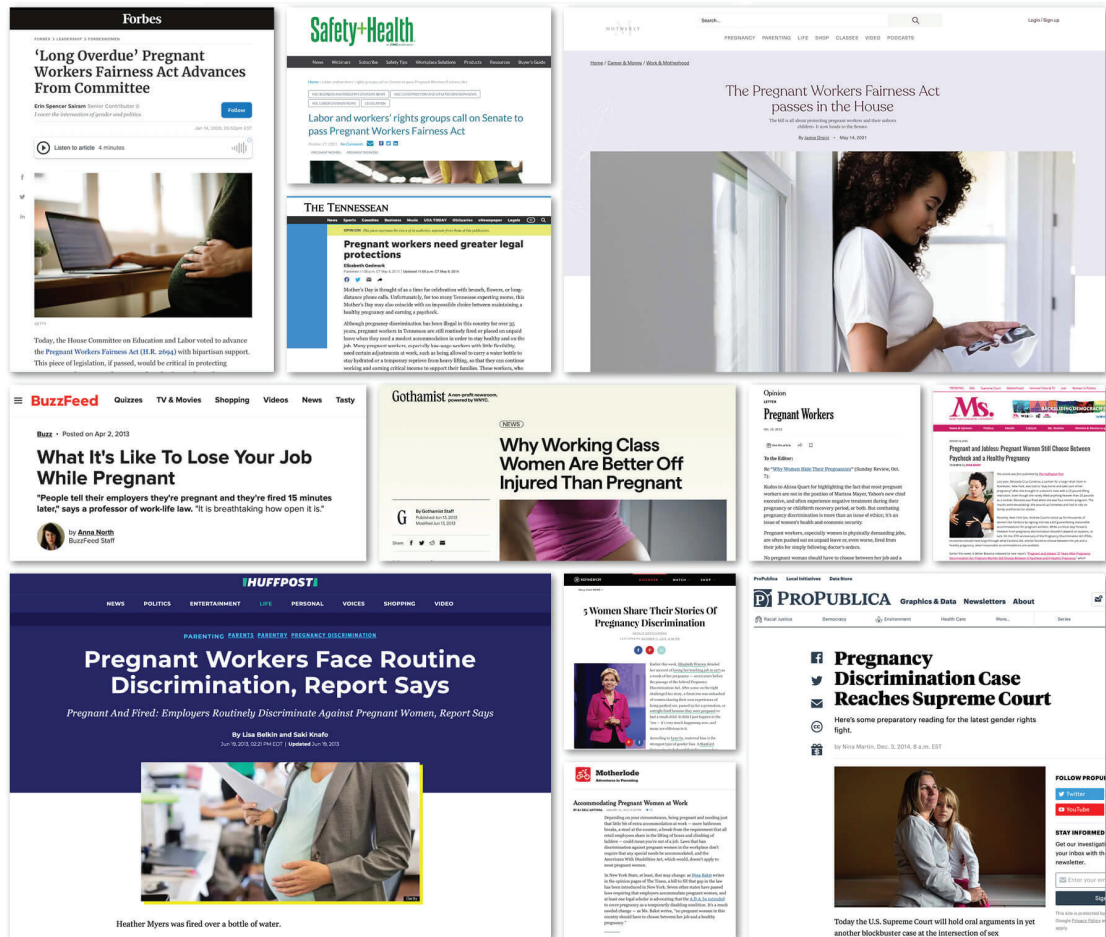
TAKIRAH WOODS, NEW JERSEY

Takirah, a family services worker, was forced onto unpaid leave when she requested a lifting restriction. She was able to exercise her rights under New Jersey's Pregnant Worker Fairness Act, and has since joined A Better Balance's Board and advocated for the federal PWFA by our side for years.



Calling to

#ProtectPregnantWorkers in the Media



The Road to the PWFA in Pictures



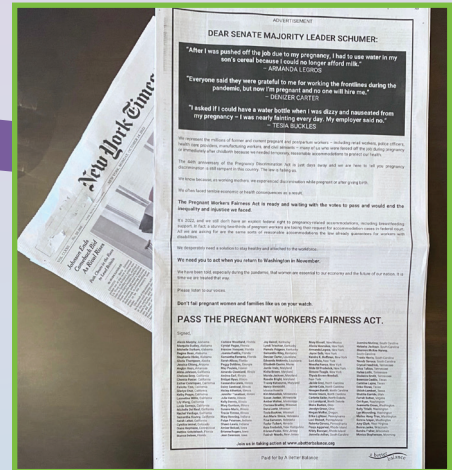
ABB Co-Founder and Co-President Dina Bakst speaks at the introduction of the PWFA in 2012 alongside Representatives Maloney, Bonamici, and Nadler.



ABB Vice President Elizabeth Gedmark speaks at a rally in support of Peggy Young, plaintiff in the landmark *Young v. UPS* case, 2014.



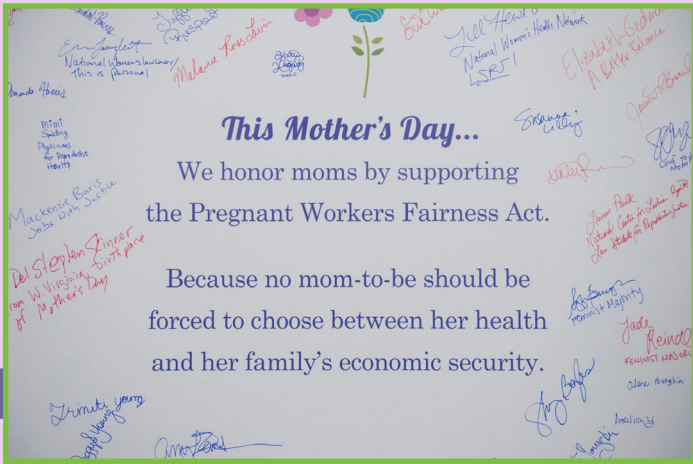
ABB National Policy Director Sarah Brafman delivers water bottles to Senators' offices urging them to vote yes on the PWFA, 2022.



100+ working moms send a letter to Leader Schumer via a full-page ad in the *New York Times* calling for a vote on the PWFA, 2022.



ABB Community Advocates Denizer Carter and Takirah Woods attend a rally in Washington, D.C., 2022.



Advocates send a Mothers Day card to lawmakers urging a vote on the PWFA, 2014.



ABB Community Advocate Lyndi Trischler shares her experience with pregnancy discrimination in a news segment on WKRC-TV, 2018.



A Better Balance attends a Lobby Day for the Pregnant Workers Fairness Act in DC alongside advocates, workers, and elected officials, 2020.

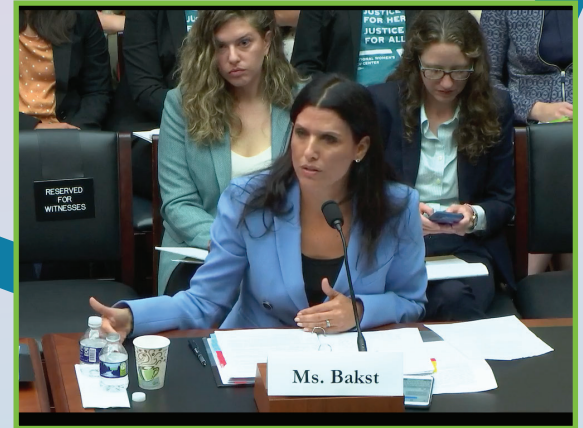
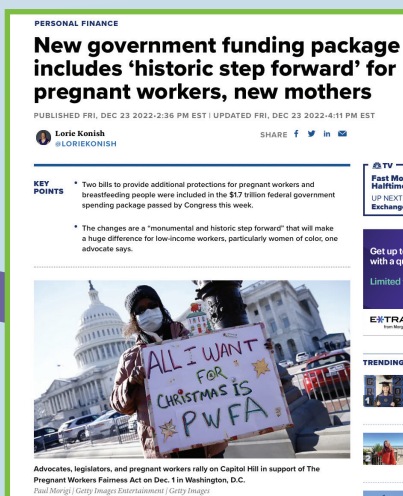


ABB Co-Founder and Co-President Dina Bakst Testifies at Long Over Due Hearing, 2019.



The Pregnant Workers Fairness Act is officially passed into law, December 2022.



ABB Community Advocate Natasha Jackson speaks at the White House alongside Vice President Harris, former President Clinton, and President Biden at an event celebrating the passage of the PWFA, 2023.

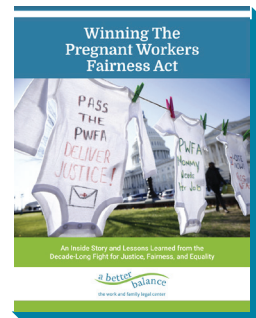
Winning the Pregnant Workers Fairness Act: How We Got it Done

Earlier this month, we released a new report, "Winning The Pregnant Workers Fairness Act: An Inside Story and Lessons Learned from the Decade-Long Fight for Justice, Fairness, and Equality." The new report tells the detailed 10-year history of the PWFA movement and provides insight into the key tactics and strategies we believe were most fruitful in passing the legislation, providing key lessons learned for future generations of advocates to come.

Scan the QR code to read the full report and learn how this victory came to fruition through centering the voices of workers, building momentum at the state level (including even in conservative Southern states), building a diverse coalition of stakeholders and allies, creating robust communications campaigns and educational resources, and pushing until the bitter end to get this bill over the finish line:



ABB Co-President Dina Bakst and Community Advocate Armanda Legros celebrate winning the PWFA at ABB's June Victory Party.



Scan the QR code below to read the full report



What's Next: The Road Ahead

Ensuring the Pregnant Workers Fairness Act's landmark new protections meet the needs of the workers who depend on them most urgently means robust and thorough implementation and enforcement of these new laws, and we are working closely with government agencies, partners, and workers to do so. Our direct services and strategic litigation team are gearing up to help thousands of workers meaningfully use their new rights under the PWFA and PUMP Act, and we've already hosted and joined events discussing these new protections, including a Black Maternal Health Week webinar hosted by the U.S. Equal Employment Opportunity Commission and U.S. Department of Labor.

Know-your-rights education is critical in helping workers across the country understand and exercise their new rights. The Pregnant Workers Fairness Act gives workers the right to ask for things like:

- Transfer away from hazardous toxins
- Flexible scheduling to attend doctors appointments
- Time off to recover from childbirth or miscarriage
- Light duty
- Remote work

And much more.



For more information on what workers should know about their rights under the Pregnant Workers Fairness Act, call our helpline at 1-833-NEED-ABB, or scan the QR code to visit our exciting new resource:

Yes!

You can count on my support in this ongoing work to protect working families.

I will make my donation online at abetterbalance.org/donate.

*Enclosed is a gift for: _____

* Please make your check payable to A Better Balance and mail to the address below.



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Paid Sick Time & Paid Leave Policy Updates

Exciting Federal Steps Towards Paid Sick Time and Paid Leave For All

In May, Congress reintroduced the Healthy Families Act, which would create a national right to paid sick time, and the FAMILY Act, which would create a comprehensive, national paid family and medical leave program. We were thrilled to join legislative champions and advocates in Washington D.C. for a rally celebrating the introductions and urging Congressional leaders to make comprehensive paid leave and paid sick time a right for all. ABB Co-Founder and Co-President Sherry Leiwant spoke and shared the story of ABB Community Advocate Crystal Phillips, who said:

“I was fortunate enough to have access to emergency paid sick time, which was a lifeline for me when I experienced COVID symptoms and needed time to quarantine, but now that those protections have expired, I’m back to having no access to paid sick days. Now, we need to make paid sick leave a guaranteed right for workers across the country.”



ABB Co-Founder and Co-President Sherry Leiwant speaks at a rally celebrating the introduction of the Healthy Families Act and FAMILY Act in Washington D.C., May 2023.

Two Minnesota Victories: Our Model of State & Local Policy Change in Action

This spring saw two exciting state-level victories in Minnesota; the state passed both a strong statewide paid sick time law and a paid family and medical leave insurance law! Both of these new programs will incorporate inclusive family definitions that cover workers who need to care for their closest loved ones regardless of biological or legal relationship. Minnesota’s new

paid sick time program comes after years of local progress in the state – with legislation we helped to draft, implement, and defend on the books in Minneapolis, Saint Paul, Duluth, and Bloomington – paving the way for these robust new protections at the state level.



Policy Manager of ABB’s Southern Office Feroza Freeland testifies in support of Louisiana HB 596, which would support families across the state with access to paid family and medical leave.

Heartening Progress in Southern States for Workers Caring for Themselves & Their Loved Ones

This year, we are heartened by exciting state and local progress in the South. This year began with Birmingham, Alabama announcing a new policy to provide city government employees with 12 weeks of paid parental leave for the birth, adoption, or foster placement of a child. We also saw progress in Tennessee this spring, where state government

employees are now able to access 6 weeks of paid parental leave after many years of robust advocacy. Public school teachers in Tennessee and South Carolina won 6 weeks of paid parental leave as well. Georgia also created a permanent right for workers who receive paid sick days from their employers to use time to care for a family member who is ill.



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