

*Help us Pass the Pregnancy Worker Accommodations
Legislation in New Mexico during the 2020 New Mexico
Legislative Session*

Please call your Representative in the New Mexico House and ask them to support House Bill 25 as amended – the Pregnant Worker Accommodations bill.

Please also thank our bill sponsors- Rep. Gail Chasey, and Sen. Liz Stefanics.

The Southwest Women's Law Center (SWLC) supports women and families in reaching economic security and economic independence. This legislation allows pregnant workers the opportunity to continue to work to support their growing families without risking the health of a pregnancy or the loss of a job.

HB 25 passed the House Judiciary Committee 12-0, and the House Labor, Veterans' & Military Affairs Committee by 8-0, with the support of 25 organizations, including the ACLU-New Mexico, Bold Futures New Mexico, Indigenous Women Rising, and the New Mexico Hospitality Association.

What does HB 25/a do?

- Employers with four or more employees are required to grant a reasonable accommodation for an employee with a need arising from pregnancy, childbirth, or related condition, as long as it does not create an undue hardship for the employer.

- A reasonable accommodation is a change to the employee's work environment, work rules or job responsibilities to accommodate a pregnant worker with a need arising from pregnancy, childbirth, or related conditions.
- Some examples of a reasonable accommodation can include 1) allowing an employee to keep water at their workstation, 2) extra bathroom breaks, 3) reprieve from heavy lifting, 4) light duty, or 5) time off to attend prenatal appointments.
- PWA extends the protections of the Human Rights Act to pregnant workers who need an accommodation arising from pregnancy, childbirth or a related condition. These protections include prohibiting discrimination in hiring, discharge, promotion, demotion, compensation, leave, terms, conditions, or privileges of employment.

Passing the Pregnant Workers Accommodation bill makes sense for all New Mexicans.

SWLC requests supporters to help pass HB 25/a. Let's do it this fourth and last time! To find your Representatives, please visit the following page [https://www.nmlegis.gov/Members/Find My Legislator](https://www.nmlegis.gov/Members/Find_My_Legislator).

HB 25/a is scheduled to be heard by the House of Representatives. It will likely be scheduled for Wednesday, February 5th. HB 25/a will then move to the Senate. For the New Mexico House Floor Calendar, please go to <https://www.nmlegis.gov/Calendar/Session>.

To donate to the SWLC for HB 25/a, please visit the [swomenslaw.org](http://www.swomenslaw.org).

Respectfully,

Terrelene Massey, J.D. and MPAff.
Executive Director