

February 06, 2020

The New Mexico House of Representatives passes House Bill 25/a - Pregnant Worker Accommodation Legislation

Please call your Senator in the New Mexico State Senate and ask them to support House Bill 25 as amended. Please also thank our bill sponsors - Rep. Gail Chasey, and Sen. Liz Stefanics - for their leadership in protecting and advancing women's rights.

The Southwest Women's Law Center (SWLC) supports policies that help New Mexican women and their families reach economic security and stability. The SWLC has been working on Pregnant Worker Accommodations legislation since 2015, when it was first introduced, with Rep. Gail Chasey and Sen. Liz Stefanics.

House Bill (HB) 25/a 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. On February 6, 2020, HB 25/a passed the New Mexico House of Representatives by a vote of 65-0. HB 25/a will go to the New Mexico Senate next.

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.

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

To support SWLC's efforts on Pregnant Workers Accommodation, please donate at swomenslaw.org.

Respectfully,

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