

Vote YES on HB 8

Sponsor: Sen. Hutchinson

Co-Sponsors: Martinez – Lightford – Collins – Van Pelt, Steans, Bush, Silverstein, Harmon

WHAT DOES HB 8 DO?

HB 8 is a measured approach that prevents employers from pushing pregnant workers out of their jobs

- HB 8 promotes workplace fairness for pregnant workers by requiring employers to make reasonable accommodations for conditions related to pregnancy and childbirth, unless the employer can demonstrate that the accommodation would impose an undue hardship on the ordinary operation of the employer's business—just as employers do for limitations caused by other conditions.
- HB 8 is modeled after the Americans with Disabilities Act, and analogous state law, with which employers are well-versed.
- HB 8 is about treating pregnant workers the same as other workers who are similar in their ability or inability to work—not about “special treatment” or “extra” benefits.
- HB 8 does not require employers to create new jobs or fire, transfer an employee with more seniority, or promote an unqualified employee.

WHY SHOULD YOU SUPPORT HB 8?

No woman should be forced to choose between a healthy pregnancy and her job

- Today, too many pregnant working women are forced out of their jobs because their employers deny them temporary work modifications—like a stool to sit on, permission to carry a bottle of water, a break from lifting heavy boxes—that would allow them to remain productive employees and maintain a healthy pregnancy.
- These temporary adjustments may be especially important for women who are, for example, food service workers, truck drivers, delivery workers, and retail salespersons—jobs that require sustained physical activity.

HB 8 promotes the economic security and well-being of women and their families

- When a pregnant worker is forced to quit her job, coerced into taking unpaid leave, or fired because her employer refuses to provide a temporary job modification, the impact on her and on her family, can be severe and long-lasting.
- If a pregnant worker cannot afford to lose her paycheck and health insurance and remains at work, because of her employer's refusal to provide a temporary accommodation, she may put her own health, as well as her pregnancy, at risk.
- HB 8 protects women and families from such devastating circumstances and would enable women to remain productive members of the workforce and provide for their families.

HB 8 makes good business sense

- Providing pregnant employees with reasonable, temporary accommodations increases worker productivity, retention, and morale, decreases re-training costs, and reduces health care costs associated with pregnancy complications.

HB 8 is necessary because current law is inadequate

- Illinois and federal law require employers to provide pregnant workers the same treatment and benefits—including temporary accommodations—as other workers who are similar in their ability or inability to work.
- Despite these legal protections, courts and employers continue to deny pregnant workers the kinds of job modifications that they routinely offer to other employees who are similar in their ability or inability to work.
- Given the current state of the law, and federal inaction, the General Assembly must pass HB 8 to clarify that employers must provide reasonable accommodations to pregnant workers.



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SUPPORTING ORGANIZATIONS

Arise Chicago

Chicago Foundation for Women

Chicago Jobs Council

EverThrive Illinois

Heartland Alliance for Human Needs & Human Rights

Illinois AFL-CIO

Illinois Caucus for Adolescent Health

Illinois NOW

Illinois Section of the American College of Obstetricians and Gynecologists

Lutheran Advocacy—Illinois

Mujeres Latinas en Acción

Ounce of Prevention

SEIU Healthcare Illinois Indiana

UFCW Local 881

UNITE HERE Local 1

Voices for Illinois Children

Women's Business Development Center

SUPPORT WORKPLACE FAIRNESS FOR PREGNANT WORKERS

