

# Executive Summary: Health Impact Review of SHB 2307

## Providing Reasonable Accommodations in the Workplace for Pregnant Women

Evidence indicates that SHB 2307 has potential to improve maternal and child health and to decrease health disparities by race/ethnicity and income.

### BILL INFORMATION

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**Sponsors:** House Labor & Workplace Standards (originally sponsored by Representatives Farrell, Senn, Riccelli, Appleton, Wylie, Robinson, Tarleton, Goodman, Ormsby, Tharinger, Gregerson, Pollet, Sullivan, Stanford, Jinkins, Kuderer, Ortiz-Self, S. Hunt, Blake, Lytton, Kilduff, Fitzgibbon, Kagi, Sells, Reykdal, Walkinshaw, Rossetti, Sawyer, Orwall, Peterson, Van De Wege, McBride, Kirby, Fey, Santos, Cody, Hudgins, Bergquist, Moscoso, Frame

#### Summary of Bill:

- Requires employers to provide reasonable accommodation in employment for pregnancy, childbirth, or pregnancy-related health conditions, unless the accommodation would impose an undue hardship on the employer.
- Defines “reasonable accommodations” as measures that enable the proper performance of the job and enable the enjoyment of equal benefits, privileges, or terms and conditions of employment.
- Provides an example list of potential reasonable accommodations.

### HEALTH IMPACT REVIEW

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#### Summary of Findings:

This Health Impact Review found the following evidence regarding the provisions in SHB 2307:

- A fair amount of evidence that employers would comply with reasonable pregnancy accommodations policies and that employees would use reasonable accommodations when available and needed.
- Very strong evidence that some occupational environments and exposures during pregnancy can pose a risk to maternal and child health, and therefore pregnancy accommodations have potential to improve child and maternal health outcomes.
- Very strong evidence that improving maternal and child health outcomes through reasonable pregnancy accommodations would decrease health disparities by race/ethnicity and income in Washington State.

### FULL REVIEW

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For review methods, logic model, strength-of-evidence analyses, and citations of empirical evidence refer to the full Health Impact Review:

<http://sboh.wa.gov/Portals/7/Doc/HealthImpactReviews/HIR-2016-01-SHB2307.pdf>

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