



# FIRST SHIFT

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JUSTICE PROJECT



You may remember we threw a party back in December 2014 to celebrate the launch of First Shift Justice Project. Thanks to your support, 7 months later, First Shift is going strong!

## Making a Difference in the Lives of Working Women

**Tonya** is in her early 20s and working in her first job as a certified nursing assistant. Her doctor advised her not to lift more than 20 lbs during her pregnancy. When she brought her doctor's note



to her employer, she was forced to resign on the spot. First Shift helped Tonya assert her rights under D.C.'s pregnancy accommodation law. Tonya was returned to work; accommodated by being temporarily transferred to a position that does not require heavy lifting; and promised full back pay for the time she was out of work.

**Annette** works in the kitchen of a restaurant. Because her employer never informed her of her right to take leave for prenatal visits, she reduced her schedule to part-time so she could attend doctor's appointments. Her employer started cutting her hours even more, and her supervisor told she would have to stop working when she reached 7 months pregnant "for her own safety." Annette's case worker at Mary's Center reached out to First Shift for help. First Shift helped Annette and her caseworker outline her claims of pregnancy discrimination and violations of the Family and Medical Leave Act. First Shift continues to support Annette as she negotiates with her employer to restore her to a full-time schedule and allow her to continue working.

### By the Numbers...

In the first half of 2015, First Shift:

- \* Provided **\$63,000** worth of free legal advice and assistance to women working in low-wage jobs.
- \* Trained **143** pregnant women, new parents, and medical clinic staff about workplace rights.
- \* Advised **30** clients - many on an ongoing basis - to help them keep their jobs and manage conflicts between work and family.



## Upcoming Campaigns

There is a new law in D.C. that provides crucial protections for pregnant workers. The Protecting Pregnant Worker Fairness Act ("PPW") enables pregnant and breastfeeding women to receive temporary adjustments in their working conditions so they can stay on the job and continue to support their families! Not only is First Shift educating workers about the PPW, but we are the only organization reaching out to medical providers to make sure they know about this law's protections. As explained in this New York Times article, educating medical staff is critical to ensuring women get needed

accommodations and don't lose their jobs: ["Doctors' Notes for Pregnant Employees Can Backfire, Experts Warn"](#)

### ***Support Working Families!***

There are 16,000 low-income families in DC headed by single working moms. You can empower these working mothers and help them safeguard their families' economic security!

A gift of:

\$50 = One Know Your Rights training

\$150 = One Legal Consultation

\$500+ = Ongoing assistance/representation to one client

Support First Shift and contribute to the rising tide of support for working families!



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