



Nope, not a bad horror film - just an update from First Shift!

At First Shift we've been busy keeping our clients busy - working!

Over the past few months, First Shift has assisted many clients, including Kendra, Natalie and Diana, three moms who asserted their rights and kept their jobs!



**Kendra** works in the produce section of a grocery store prepping and packaging fruits and vegetables for sale. Kendra's doctor was concerned that she had to stand for her entire 8-hour shift and advised Kendra to request a stool to sit on. Kendra's store manager denied this request, telling Kendra she couldn't use a stool because it posed a "safety risk." First Shift helped Kendra negotiate with her employer regarding her accommodation request and her employer provided an appropriate stool for her to sit on for the remaining months of her pregnancy.

**Natalie** is an administrative assistant whose supervisor harassed her and gave her a bad performance review because she uses intermittent family medical leave to care for her two autistic children, attending doctors' appointments and responding to issues at school. First Shift helped Natalie draft her *second* EEO complaint against this supervisor and he was immediately removed.

**Diana** is a maintenance worker who was fired at 4 months pregnant after taking work time off (unpaid) to attend a prenatal appointment, even though her request for leave had previously been approved. First Shift helped Diana by sending a letter to her employer demanding her return to work and back pay for the time missed. Diana has since returned to her job and First Shift continues to assist her in negotiating back pay.



**To date in 2016**, First Shift has educated and trained over 500 pregnant women, new parents, medical professionals, lawyers and social workers about workplace rights for caregivers; reached out to over 30 community organizations and coached and counseled almost 70 mothers regarding their workplace rights. Check out the "[Results](#)" page on our website for more accomplishments!



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