



While many issues in this country are fodder for debate, **it is *not* debatable that the income of working mothers is critical to D.C.'s families.** Working mothers primarily or exclusively support over 2/3rds of the city's working poor families. Here's what First Shift has been doing this year to support these moms and their families:

### **So far in 2019, First Shift has:**

- \*provided individualized legal services to approximately 80 clients**, primarily working mothers of color, regarding pregnancy discrimination; requests for pregnancy accommodations; access to job-protected leave; adverse workplace consequences because of domestic violence; and sexual harassment;
- \*given 30 Know Your Rights presentations** attended by 330 pregnant women and parents;
- \*trained approximately 270 medical providers, social workers, and social services staff** about supporting pregnant women's requests for workplace accommodations and family medical leave;
- \*and proudly made its first employer contribution** to D.C.'s new paid family medical leave insurance program!

One of First Shift's 2019 clients was Rhonda, who worked in the human resources department at a D.C. hotel. Because of some complications in her

pregnancy, **her doctor hospitalized her at 4 months pregnant** and put her on bedrest "indefinitely." Her employer told her that because she was not eligible for job-protected leave under the D.C. FMLA, they had no choice but to end her employment. First Shift advised Rhonda of her right to take job-protected leave as a reasonable accommodation under D.C.'s pregnancy accommodations law and helped her communicate with her doctor to get a certain end date for the bedrest for the purposes of requesting the time off. First Shift also assisted her in drafting emails to her employer to explain the law to them, of which they were apparently unaware, and to exercise her rights. With First Shift's support, **Rhonda returned to work two months later** and was able to work until she gave birth.

First Shift also continues to advocate for the passage of legislation that will **protect D.C. domestic workers** from all forms of workplace discrimination; to work to improve our low-income clients' **access to justice** in local administrative forums; and to work with the D.C. Office of Paid Family Leave to ensure that working mothers in low-wage jobs, who stand to benefit the most from **D.C.'s new paid leave insurance system**, are able to access these benefits.



Wishing you and yours **happy "dog days" this coming month** and hopefully an opportunity to relax and maybe even get out of town!

[\*\*DONATE NOW\*\*](#)

powered by **TAZOO**

©2019 First Shift Justice Project | P.O. Box 2497, Washington, DC 20013

[Like](#) [Tweet](#)

[Web Version](#) [Preferences](#) [Forward](#) [Unsubscribe](#)

Powered by **Mad Mimi**®  
A GoDaddy® company