

**Washington State**  
National Organization for Women



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OFFICE FOR WOMEN'S RIGHTS

July 31, 1990

Mayor Norman B. Rice  
Office of the Mayor  
1200 Municipal Building  
Seattle, WA 98104

Dear Mayor Rice:

On behalf of the approximately 5,500 NOW members in Washington State, I would like to express our support for repealing the sunset clause in order to continue the Seattle City Ordinance establishing a limited duty assignment policy for pregnant employees in all departments.

Pregnant women increasingly work to the onset of childbirth and more are in strength-dependent, non-traditional jobs where alternative assignments would be required during pregnancy. Accommodations for pregnant women should be treated like other medical needs of employees. Fire and police departments should not be excluded from this requirement for limited duty assignments for pregnant employees.

We are pleased to learn that affected City departments report that the policy has worked effectively and no unanticipated costs or problems have arisen. And, that the departments commenting on the policy unanimously support its continuation and the repeal of the three year sunset clause.

We applaud your support of this important ordinance which serves as a model in Washington State and in other cities throughout the United States.

Thank you for the opportunity to comment on this issue.

Sincerely,

Norleen Kopponen, President  
Washington State NOW  
39 West Etruria  
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(206) 285-8328