



SANITARY CONDITIONS in CONSTRUCTION

Construction workers who menstruate and/or express milk often lack necessary accommodations to protect their safety and health on job sites. Washington state should require that those barriers to employment be removed to protect these underrepresented workers.

THE PROBLEM



Construction workers who menstruate and/or express milk face correctable hazards and barriers at job sites. They lack access to appropriate bathrooms and menstrual hygiene products, which are not legally mandated on job sites. These barriers undermine equitable recruitment and retention in the construction industry.

THE SOLUTION



The Legislature should approve HB 2266 / SB 6107, sponsored by Rep. Monica Stonier and Sen. Annette Cleveland, to establish necessary and reasonable sanitary protections for construction workers who menstruate and/or express milk. This will remove barriers for underrepresented workers entering and remaining in this industry.



Why we need to improve sanitary conditions on construction job sites

- Construction is a male-dominated industry so companies often fail to provide equitable sanitary facilities. This inequity creates a circular effect, preventing workers who menstruate and/or express milk from considering construction as a career, limiting the industry's growth at a time of high demand.
- Workers who menstruate are in need of externally and internally locking bathrooms specifically designated for them. They need additional space and time to take off multiple layers to use the restroom, which may lead to additional time needed to dedicate to using the restroom. They also need access to menstrual products without having to leave the job site.
- Post-partum workers need reasonable accommodation regarding the expression of milk. That includes flexible work and break scheduling; a convenient, sanitary, safe, locking and private location that is not a restroom; a clean and safe water source for hand washing and sanitation of expression

> 20%

Over 20 percent of people who menstruate reported they have **missed work** due to being unable to access menstrual products.

30%

30 percent of people who menstruate reported **having to leave work** due to being unable to access menstrual products.

Source: Survey by United Way of British Columbia, "Period Promise Research Project" (January 2021)

equipment; and hygienic refrigerator for safe storage.

- In California, the Legislature recently recognized the barriers women and nonbinary individuals face on jobsites, including access to clean and secure restrooms. Assembly Bill 521 passed in 2023 to require construction jobsites to have at least one separate toilet facility for employees who for

employees who self-identify as female or nonbinary.¹

- Ontario recently mandated new rules for construction sites that require at least one dedicated bathroom for workers who menstruate and/or express milk, increases the number of toilets on most job sites, and requires washrooms to be private, enclosed, and have adequate lighting.²

1. <https://legiscan.com/CA/text/AB521/id/2844735> 2. On-Site magazine, New site washroom rules now in effect in Ontario (7-5-23)



In addition to Sanitary Conditions in Construction, the Washington State Labor Council, AFL-CIO is supporting a range of issues that address economic opportunity and justice. Learn more at www.wslc.org or www.TheStand.org.

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