



Pregnancy

You may not be fired, demoted, or otherwise treated worse because you are pregnant.

You can request accommodations (i.e. changes to your job) for any pregnancy-related limitations, like remote work, a flex schedule, or a reduced load. Your employer has to grant these requests if they are reasonable and not an undue burden. Your employer has to interact with you to figure out how to get you the help you need so you don't have to leave the job.

Pro Tip! - announce your pregnancy early to use these protections. You are only in a protected class after you give notice of your pregnancy (and do it in writing).

Maternity

Federal minimum - You are eligible for 12 weeks of FMLA leave if

1. You work for a company with 50 or more employees within 75 miles of your jobsite
2. You have worked for this company for at least 1 year and for more than 1250 hours

This is only the federal minimum, and many states provide for more extensive leave rights and benefits;



- California - 7 months leave (6 months paid)
- Colorado - 4 months leave (paid)
- Connecticut - 14 weeks (paid)
- DC - 16 weeks (14 paid)
- Delaware - 12 weeks (paid) - starting 2026
- Illinois - 12 weeks (40 hours paid)
- Maine - 12 weeks (paid) - starting 2026
- Maryland - 12 weeks (paid) - starting 2026
- Massachusetts - 26 weeks (paid)
- Minnesota - currently 48 hours (paid) - starting 2026
- New Hampshire - 12 weeks (paid)
- New Jersey - 26 weeks (paid)
- New York - 26 weeks (paid)
- Oregon - 24 weeks (14 paid)
- Rhode Island - 30 weeks (paid)
- Vermont - 12 weeks (6 weeks paid)
- Washington - 16 weeks (paid)

Other states may also provide options for certain categories of employees, like public employees.

Leave rights are absolute, and may not be denied even if it's an undue burden.

Pro Tip! - don't ask for maternity leave! That is just a colloquial term but not a right that exists anywhere. Ask for medical/disability leave and bonding/family leave.

Postpartum at Work

You can request accommodations (i.e. changes to your job) for any postpartum-related limitations, like remote work, a flex schedule, or a reduced load. Your employer has to grant these requests if they are reasonable and not an undue burden. Your employer has to interact with you to figure out how to get you the help you need so you don't have to leave the job.

Moms have the right to pump as needed, in a private space that is not a bathroom.

Moms have the right to be reinstated at work in their previous position or a position that is virtually identical, unless the job was eliminated for reasons having nothing to do with the leave.



Pro Tip! - Thousands of moms we have helped have taken up to **one year of paid leave** by using leave extensions as an accommodation.

Did this blow your mind? Do you want to know how to ask for these rights?

Click here to join us for our FREE Masterclass where we teach you the **top 5 pieces of advice to protect your baby and your career.**

This masterclass is hosted by The Mamattorney. With over 14 years of legal prowess as an employment attorney, she's your fierce advocate for maternal rights.

THE LIBERATED
mother
SOCIETY

Free Masterclass

Top 5 ways to get more time with your baby while protecting your career

GET INSTANT ACCESS

Disclaimer - small employer exemptions and other eligibility exceptions may apply. It is not possible to fit all of those in two pages. This is not legal advice.