

Pregnant workers and new parents

PREGNANCY AT WORK

If you are pregnant, you have the right to request the following accommodations without providing a doctor's note. Your employer must provide:

- more frequent or longer restroom, food and water breaks;
- seating; and
- limits on lifting more than 20 pounds.

You have the right to request other workplace changes when you have been given advice from a health care provider or doula. Your employer cannot require you to adjust your working conditions because you are pregnant.

PREGNANCY AND PARENTAL LEAVE FROM WORK

Minnesota's Paid Leave program provides paid time off and job protections for most workers during pregnancy, after childbirth or to bond with a child.

You may be able to take Paid Leave for:

- pregnancy-related health needs;
- childbirth and recovery;
- bonding time as a birthing or non-birthing parent; and
- bonding after adoption or foster care placement.

If you qualify, you can take up to 12 weeks for your own care and 12 weeks for bonding, with a combined total of up to 20 weeks. Bonding leave must be used within 12 months of the birth, adoption or foster placement. While on Paid Leave, you'll receive part of your normal pay from the state.

Paid Leave may overlap with federal Family and Medical Leave Act (FMLA) protections. If you do not qualify for Paid Leave or FMLA, Minnesota law still provides 12 weeks of job-protected unpaid parental leave. This leave is available regardless of your immigration status, how long you've worked for your employer or the size of your employer.

Learn more about eligibility, how to apply and employer requirements at paidleave.mn.gov.

EXPRESSING MILK AT WORK

If you decide to express milk at work, your employer, regardless of size, must provide:

- break times to express milk without you losing compensation; and
- a clean, private and secure area to express milk that:
 - is not a bathroom;
 - is shielded from view;
 - is free of intrusion from coworkers and the public;
 - is in close proximity to the work area; and
 - has access to an electrical outlet.

There may be limited exceptions to this requirement.

You can choose when to express milk based on your needs, whether that means expressing milk during an existing paid break, during an existing unpaid break, such as a meal break, or during some other time.

It is against the law for your employer to retaliate, or take negative action, against you for requesting or taking a leave, pregnancy accommodation or break to express milk at work.

CONTACT US

Contact Labor Standards at 651-284-5075 or dli.laborstandards@state.mn.us.



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Notice: This is a brief summary of Minnesota law. It is intended as a guide and is not to be considered a substitute for related Minnesota Statutes.