

PREGNANT AT WORK: Know Your Rights

As a pregnant person, you are entitled to various accommodations from your employer during work hours. These accommodations allow you to be a successful employee while also taking care of your body during pregnancy!

In Minnesota, you are entitled to:

- More frequent or longer bathroom, food, and water breaks
- Appropriate seating arrangements
- Limits on lifting objects of over 20 lbs

Your employer is required to “engage in an interactive process with respect to an employee’s request for reasonable accommodation.”

Reasonable accommodations may include:

- Temporary transfer to a less strenuous or hazardous position
- Temporary leave of absence
- Modification in work schedule or job assignments

It’s not necessary that your employer create a new position for you while you are pregnant; however, they cannot penalize you for requesting accommodations.

These requirements apply to all employers and all employees - it does not matter how long you have worked for that employer.

All pregnancies are different! It does not matter if you did not utilize accommodations in previous pregnancies or if you need additional accommodations for your current pregnancy.

How and when you tell your employer that you're pregnant is up to you! However, there are a few things you can do to streamline the process:

1. Before talking to your supervisor, review your HR handbook regarding maternity leave. Even though you may just be starting the discussion, it's possible that you will be asked about your plans for leave. It also might help to review state and federal leave policies as well. *We have links to various fact sheets created by state and federal agencies outlining these on our website.*
2. Create a list of ways that your job may need to be adjusted in order to be successful during this time.
3. Discuss accommodations that may be useful for you while at work (see list above). *Feel free to use the advocacy letter template to start this conversation, which can be found on our website.*
4. Document conversations with your employer if you suspect any form of discrimination. This information can be used if you decide to file a complaint.

If your needs are not being met:

Call the Minnesota Department of Labor and Industry (DOLI)

- They will help make sure that your employer is following the law. They'll take your information and start an investigation into your situation (this is called filling a complaint).
- Call MN DOLI at (651) 284-5075 or (800) 342-5354; they can also be contacted by email at
- dli.laborstandards@state.mn.us.
- Or scan the QR code at right to call:



GENDER JUSTICE

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CONTACT GENDER JUSTICE FOR FURTHER LEGAL GUIDANCE

Call **(651) 789-2090** or fill out our Legal Assistance form at genderjustice.us/legal-assistance/

You may be able to sue for your rights, including under federal law. This is especially true if you have experienced harm either to your ability to access pregnancy accommodations or your employment.

Gender Justice may represent you or provide a referral to another attorney.

Gender Justice is a nonprofit legal and policy advocacy organization devoted to addressing the causes and consequences of gender inequity. Our mission is broader than women's rights, standing alone. We fight any discrimination based on sex, gender, sexual orientation, or gender identity.

The above accommodations are guaranteed by MN state and federal law. The information has been compiled from Laws of Minnesota 2023, Chapter 53, Article 11, Section 27, and the Pregnant Workers Fairness Act (H.R.2617 - 1626, Section II). It is intended to serve as a guide for pregnant persons at work, but is not a substitute for Minnesota or federal law.