[To use this document: First, download a copy. Delete bracketed/highlighted text, including this header message, and replace the text with your own details and information as appropriate.

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* Text highlighted in yellow presents several options to choose from; select one option and delete the remaining text inside the bracket.
* Text highlighted in red should be deleted.]

Dear [Employer Name],

I am pregnant and am expecting in [day/ month, ex. spring 2023]. I am committed to my work and intend to keep working throughout my pregnancy.

According to Minnesota Law, Chapter 53, Article 11, Section 27, “employers must provide reasonable accommodations to an employee for health conditions related to pregnancy or childbirth upon request”[[1]](#footnote-1). Federal law also guarantees these laws through the Pregnant Workers Fairness Act (H.R.2617 - 1626, Section II)[[2]](#footnote-2).

At this current stage in my pregnancy [and in accordance with recommendations made by my prenatal team, … my doctor, … my midwife, … my doula **(or delete if not needed)**], I am in need of the following accommodations: [list accommodations here: examples include 1. More frequent/longer breaks for bathroom use, food, water, etc. 2. Appropriate seating arrangements 3. Weight limits for lifting (20lbs max) ]. These may change and evolve over the course of my pregnancy and I am hopeful that we can work together throughout this time.

Working mothers are an important part of the nation’s workforce. Currently, around 70% of women work while pregnant[[3]](#footnote-3). Pew Research Center found that they’re also more likely to work further into their pregnancy than previous generations[[4]](#footnote-4). Evidence shows that supporting pregnant people can lead to better outcomes for companies and the economy[[5]](#footnote-5).

My hope is that we can work together to create a plan for any accommodations I may need throughout my pregnancy so that I can continue to be successful at work. I look forward to discussing this with you.

Sincerely,

[Your name here]

1. “Chapter 53,” MN Laws, accessed June 21, 2023, https://www.revisor.mn.gov/laws/2023/0/53/laws.11.27.0#laws.11.27.0. [↑](#footnote-ref-1)
2. “H.R.2617 - 117th Congress (2021-2022): Consolidated Appropriations Act, 2023,” Library of Congress, December 29, 2022, https://www.congress.gov/bill/117th-congress/house-bill/2617. [↑](#footnote-ref-2)
3. Carly McCann and Donald Tomaskovic-Devey, “Pregnancy Discrimination at Work: An Analysis of Pregnancy Discrimination Charges Filed with the U.S. Equal Employment Opportunity Commission,” UMass Amherst, May 26, 2021, https://www.umass.edu/employmentequity/pregnancy-discrimination-workplace-1. [↑](#footnote-ref-3)
4. George Gao and Gretchen Livingston, “Working While Pregnant Is Much More Common than It Used to Be,” Pew Research Center, March 31, 2015, https://www.pewresearch.org/short-reads/2015/03/31/working-while-pregnant-is-much-more-common-than-it-used-to-be/. [↑](#footnote-ref-4)
5. Allison Steinberg, “Top 10 Reasons Why Protecting Pregnant Workers Is Good For Us All,” American Civil Liberties Union, June 4, 2015, https://www.aclu.org/news/womens-rights/top-10-reasons-why-protecting-pregnant. [↑](#footnote-ref-5)