

**Workplace Protections and Rights pertaining to Pregnancy
Discrimination, Accommodation, Leave, and Breastfeeding**

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State	Statute	Covered Employers/ Employees	Types of Provisions	Description	Link
Alabama	Ala. Code § 22.1.13		Breastfeeding	A woman may breastfeed her child in any location as long as she is authorized to be there.	http://www.legislature.state.al.us/codeofalabama/1975/22-1-13.htm
Alaska	Alaska Stat. § 18.80.20	All employers with one or more employees but does not include a club that is exclusively social, or a fraternal, charitable, educational, or religious association or corporation, if it is not organized for private profit.	Discrimination	It is unlawful for an employer to refuse employment to a person, or to bar a person from employment, or to discriminate against a person in compensation or in a term, condition, or privilege of employment because of the person's pregnancy when the reasonable demands of the position do not require distinction on the basis of pregnancy; a labor organization, because of a person's pregnancy, to exclude or to expel a person from its membership, or to discriminate in any way against one of its members or an employer or an employee.	http://www.legis.state.ak.us/basis/folioproxy.asp?url=http://www.jnu01.legis.state.ak.us/cgi-bin/folioisa.dll/stattx07/query=*/doc/{@9085}
	Alaska Stat. § 39.20.5	State employer or a political subdivision that employs at least	Accommodation	A pregnant employee may request a transfer to a suitable position. An employer may not fill the position with a	http://www.legis.state.ak.us/basis/folioproxy.asp?u

	20	21 employees		<p>person other than the requesting employee until the employer has offered the position to the employee and the employee has refused the offer. A position is suitable if: (1) it is an existing unfilled position in the same administrative division in which the employee is currently employed and is less strenuous or less hazardous; (2) transfer is recommended by a licensed health care provider; (3) the employee is qualified and immediately able to perform the duties of the position; and (4) the transfer will not subject the employer to legal liability under a collective bargaining contract or employment contract.</p> <p>An employer shall compensate the employee at a rate at least equal to the lesser of the rate at which the employee was compensated immediately before requesting the transfer, as adjusted by changes to compensation that apply generally to the work force; or the position into which the employee transfers is compensated.</p>	rl=http://www.legis.state.ak.us/cgi-bin/folioisa.dll/stattx06/query=*/doc/%7Bt15495%7D?
	Alaska Stat. § 39.20.25	State employers with 21 or more state employees during 20 consecutive weeks.	Leave	<p>An officer or employee may take accrued personal leave for pregnancy and childbirth or the placement of a child, other than the employee's stepchild, with the employee for adoption, regardless of whether business permits, upon permission by the head of the department or agency for which the employee works. A</p>	http://www.legis.state.ak.us/basis/folioproxy.asp?url=http://www.legis.state.ak.us/cgi-bin/folioisa.dll/stattx95/query=*/doc/%7B@1384

				department or agency head shall grant personal leave if the department or agency head is satisfied that the officer or employee is absent for the stated reasons.	9%7D?next
	Alaska Stat. § 39.20.500	State employers with 21 or more state employees during 20 consecutive weeks.	Leave	An employer shall grant an employee whose health is affected by pregnancy, childbirth, or a related medical condition the same employment benefits and privileges that the employer grants to other employees with similar ability to work who are not so affected, including allowing the employee to take disability or sick leave or other accrued leave that the employer makes available to temporarily disabled employees. The employee is guaranteed a job-protected, unpaid 18 work weeks of family leave during a 12-month period for pregnancy and childbirth or adoption, but the right to take leave for this reason expires on the date one year after the birth or placement of the child.	http://labor.alaska.gov/lss/forms/pam100.pdf (pg. 14)
Arizona	Ariz. Rev. Stat. § 41-1463(B)	All employers with 15 or more employees	Discrimination	It is an unlawful employment practice to discriminate on the basis of sex, whether to hire, exclude, or expel. Arizona case law is ambiguous in applying pregnancy discrimination to sex but has implied so favorably. <u>See Lespron v. Tutor Time Learning Ctr., LLC</u> , 2012 WL 135978 at *4 (D. Ariz. January 18, 2012) (“Title VII’s definition of discrimination based on sex includes pregnancy. The ACRA includes similar prohibitions” [citations omitted]).	http://www.azleg.state.az.us/ars/41/01463.htm ; http://law.justia.com/cases/federal/district-courts/arizona/azdce/2:2010cv01760/545301/51

	Ariz. Admin. Code § R2-5-411	All state service employees, except emergency, clerical pool, and temporary employees, are eligible for any type of leave with pay.	Leave	An employee who meets federal Family and Medical Leave Act (FMLA) eligibility requirements and uses leave for any of the situations covered by the FMLA shall be subject to the following: <ol style="list-style-type: none"> 1. <i>Counting FMLA leave.</i> Periods of paid leave and periods of leave without pay shall count towards the employee's available FMLA leave. 2. <i>Use of accrued paid leave.</i> An employee shall use available paid leave for all or part of the employee's FMLA leave. 	http://www.azsos.gov/public_services/title_02/2-05.htm
	Ariz. Rev. Stat. § 41-1443		Breastfeeding	Women may breastfeed in any public or private place where they are authorized to be.	http://www.azleg.gov/FormatDocument.asp?inDoc=/ars/41/01443.htm&Title=41&DocType=ARS
Arkansas	Ark. Code § 16-123-101	State employers	Discrimination	The right of an otherwise qualified person to obtain and hold employment without discrimination because of gender is recognized as and declared to be a civil right. "Because of gender" means, but is not limited to, on account of pregnancy, childbirth, or related medical conditions.	http://www.usccr.gov/pubs/sac/ar0201/ch2.htm#_ftn2
	Ark. Stat. §§ 21-4-209 & 210	State employers	Leave	Maternity leave shall be treated as any other leave for sickness or disability. Accumulated sick leave and annual leave, if requested by the employee, shall be granted for maternity use, after which leave without pay may be used. Maternity leave may be taken for up to six months.	http://www.dfa.arkansas.gov/offices/personnelManagement/policy/Documents/50_14MaternityLeave.pdf

	Ark. Code § 11-10-513	All employers	Insurance	No individual shall be disqualified for unemployment benefits if after making reasonable efforts to preserve his or her job rights he or she left his or her last work because of pregnancy of the individual or a member of the individual's immediate family. "Immediate family" means a spouse, child, parent, brother, sister, grandchild, or grandparent of the individual.	http://law.justia.com/codes/arkansas/2010/title-11/chapter-10/subchapter-5/11-10-513/
	Ark. Code § 11-5-116		Breastfeeding	An employer must provide unpaid break time and a reasonable location that is not a bathroom stall for women to pump breast milk.	http://law.justia.com/codes/arkansas/2010/title-11/chapter-5/subchapter-1/11-5-116/
California	Cal. Gov. Code § 12940	All employers; labor organizations; employment agencies; school districts	Discrimination	It is an unlawful employment practice, unless based upon a bona fide occupational qualification, or, except where based upon U.S. or California security regulations: For an employer, because of sex, to refuse to hire or employ the person or to refuse to select the person for a training program leading to employment, or to bar or to discharge the person from a training program leading to employment, or to discriminate against the person in compensation or in terms, conditions, or privileges of employment; For a labor organization, because of sex, to exclude, expel, or restrict from its membership any person, or to provide only second-class or segregated membership or to discriminate because	http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&group=12001-13000&file=12940-12951

				of the sex of any person in the election of officers of the labor organization or in the selection of the labor organization's staff or to discriminate in any way against any of its members or against any employer or against any person employed by an employer; Harassment because of sex includes harassment based on pregnancy, childbirth, or related medical conditions.	
	Cal. Gov. Code § 12945	Public and private employers, employment agencies, labor organizations with 5 + employees, School districts;	Discrimination and Accommodation	Discrimination: It is an unlawful employment practice, unless based upon a bona fide occupational qualification for an employer to refuse to allow a female employee disabled by pregnancy, childbirth, or a related medical condition to take a leave for a reasonable period of time, that period during which the female employee is disabled, not to exceed four months and thereafter return to work. The employee shall be entitled to utilize any accrued vacation leave during this period of time. An employer may require an employee who plans to take a leave to give the employer reasonable notice of the date the leave shall commence and the estimated duration of the leave. An employer must maintain and pay for coverage for an eligible female employee who takes leave under a group health plan for the duration of the leave, commencing on the date the leave begins, at the level and under the conditions that coverage would have	http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&group=12001-13000&file=12940-12951

				<p>been provided if the employee had continued in employment. This shall not preclude an employer from maintaining and paying for coverage under a group health plan beyond four months. An employer may recover from the employee the premium for maintaining coverage for the employee if the employee fails to return from leave after the entitled period has expired, and the employee's failure to return is for a reason other than one of the following:</p> <ul style="list-style-type: none"> (I) The employee taking leave under the Moore-Brown-Roberti Family Rights Act; (II) The continuation, recurrence, or onset of a health condition that entitles the employee to leave or other circumstance beyond his or her control. <p>If the employer is a state agency, the collective bargaining agreement shall govern with respect to the continued receipt by an eligible female employee of the health care coverage.</p> <p>Accommodation: California requires an employer to grant an employee's request for reasonable accommodation for a condition related to pregnancy, childbirth or a related medical condition, upon the advice of her physician. The accommodation may include a transfer to a less strenuous or hazardous position if the transfer can be reasonably accommodated. The law also prohibits employers from retaliating against employees for exercising their</p>	
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				rights under the law. The law applies to and protects workers regardless of tenure and number of hours worked.	
	Cal. Unemp. Ins. Code §§ 2626, 3303		Insurance	An individual shall be deemed disabled on any day in which, because of his or her physical or mental condition, he or she is unable to perform his or her regular or customary work. "Disability" or "disabled" includes any illness or injury resulting from pregnancy, childbirth, or related medical condition. An individual shall be deemed eligible for family temporary disability insurance benefits equal to one-seventh of his or her weekly benefit amount on any day in which he or she is unable to perform his or her regular or customary work because he or she is bonding with a minor child during the first year after the birth or placement of the child in connection with foster care or adoption or caring for a seriously ill child, parent, spouse, or domestic partner, only if the director finds all of the following: (a) The individual has made a claim for temporary disability benefits. (b) The individual has been unable to perform his or her regular or customary work for a seven-day waiting period during each disability benefit period, but the benefits are not available during this period. (c) The individual has filed a certificate.	http://www.legendinf o.ca.gov/cgi-bin/displaycode? section=uic&group=02001-03000&file=2625-2630; http://www.edd.ca.gov/disability/FAQ_DI_Pregnancy .htm; http://www.legendinf o.ca.gov/cgi-bin/displaycode? section=uic&group=03001-04000&file=3300-3306
	Cal. Gov. Code §	Any person who directly employs 50	Leave	It shall be an unlawful employment practice for any employer to refuse to	http://www.legendinf o.ca.gov/cgi-

	12945.2	or more persons to perform services for a wage or salary; state, and any political or civil subdivision of the state and cities		<p>grant a request by any employee with more than 12 months of service, and who has worked at least 1,250 hours during the previous 12-month period, to take up to 12 unpaid workweeks in any 12-month period for family care. Family care shall not be deemed granted unless the employer provides the employee a guarantee of employment in the same or a comparable position upon the termination of the leave.</p> <p>Family care is leave for birth of a child of the employee, the placement of a child with an employee from adoption or foster care, or the serious health condition of his or her child.</p> <p>Employment in the same or a comparable position means the position has the same or similar duties and pay that can be performed at the same or similar geographic location as the previous position.</p> <p>An employee taking a leave may elect, or an employer may require him or her, to substitute any of the employee's accrued vacation leave or other time off or any other paid or unpaid time off negotiated with the employer. However, an employee shall not use sick leave, unless mutually agreed to by the employer and the employee.</p> <p>During any period that an eligible employee takes leave, the employer shall maintain and pay for coverage under a "group health plan," for the</p>	bin/displaycode?section=gov&group=12001-13000&file=12940-12951
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				<p>duration, not to exceed 12 workweeks in a 12-month period, commencing on the date leave taken under the FMLA commences, at the level and under the conditions coverage would have been provided if the employee had continued in employment. This shall not preclude an employer from maintaining and paying for coverage under a “group health plan” beyond 12 workweeks. An employer may recover the premium for maintaining coverage for the employee if the following conditions occur: the employee fails to return after the period to which the employee is entitled has expired; the employee's failure to return is for a reason other than the continuation, recurrence, or onset of a serious health condition that entitles the employee to leave or other circumstances beyond the control of the employee.</p> <p>Any employee taking leave shall continue to be entitled to participate in employee health plans for any period during which coverage is not provided by the employer and employee benefit plans, including life insurance or short-term or long-term disability or accident insurance, pension and retirement plans, and supplemental unemployment benefit plans to the same extent and under the same conditions as apply to an unpaid leave. In the absence of these conditions an employee shall continue</p>	
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				<p>to be entitled to participate in these plans and, in the case of health and welfare employee benefit plans, including life insurance or short-term or long-term disability or accident insurance, the employer may, at his or her discretion, require the employee to pay premiums, at the group rate, during the period of leave not covered by any accrued vacation or other time off, or any other paid or unpaid time off negotiated with the employer, as a condition of continued coverage. During a family care leave period, the employee shall retain employee status. An employee returning from leave shall return with no less seniority than the employee had when the leave commenced, for purposes of layoff, recall, promotion, job assignment, and seniority-related benefits such as vacation.</p> <p>If the employee's need for a leave is foreseeable, the employee shall provide reasonable advance notice of the need for the leave.</p> <p>An employer may require that an employee's request for leave to care for a child who has a serious health condition be supported by a certification issued by a health care provider.</p> <p>Upon expiration of the time estimated by the health care provider, the employer may require the employee to obtain recertification, if additional leave is</p>	
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				<p>required.</p> <p>If the employer has reason to doubt the validity of the certification, the employer may require, at its expense, that the employee obtain the opinion of a second health care provider, designated or approved by the employer. The health care provider shall not be employed on a regular basis by the employer.</p> <p>If the second opinion differs from the original certification, the employer may require, at the employer's expense, that the employee obtain the opinion of a third health care provider, designated or approved jointly by the employer and the employee.</p> <p>The opinion of the third health care provider shall be considered final and binding on the employer and the employee.</p> <p>It shall be an unlawful employment practice for an employer to refuse to hire, or to discharge, fine, suspend, expel, or discriminate against, any individual because of any of the following: an individual's exercise of the right to family care leave; an individual giving information or testimony as to his or her own or another person's family care leave, in any inquiry or proceeding related to the statute.</p> <p>Leave may be taken in one or more periods. The period during which leave may be taken under this statute shall run concurrently with the 12 months</p>	
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				<p>under the FMLA, and shall commence on the same date. Leave taken pursuant to the FMLA for disability on account of pregnancy, childbirth, or related medical conditions shall not run concurrently. If both parents are employed by the same employer, the employer shall not be required to grant leave for birth, adoption, or foster care that would allow the parents family care leave to total more than the amount specified. An employer may refuse to reinstate an employee returning from leave to the same or a comparable position if all of the following apply: the employee is a salaried employee and among the highest paid 10 percent who are employed within 75 miles of the worksite at which that employee is employed; The refusal is necessary to prevent substantial and grievous economic injury to operations of; The employer notifies the employee of the intent to refuse reinstatement at the time the employer determines the refusal is necessary. In any case in which the leave has already commenced, the employer shall give the employee a reasonable opportunity to return to work.</p>	
	Cal. Lab. Code 233	All Employers	Leave	Any employer who provides sick leave for employees shall permit an employee to use in any calendar year the employee's accrued and available sick leave entitlement, in an amount not less	http://www.leginfo.ca.gov/cgi-bin/displaycode?section=lab&group=00001-

				<p>than the sick leave that would be accrued during six months at the employee's then current rate of entitlement, to attend to an illness of a child, parent, spouse, or domestic partner of the employee. All conditions and restrictions placed by the employer upon the use by an employee of sick leave also shall apply to the use by an employee of sick leave to attend to an illness of his or her child, parent, spouse, or domestic partner.</p> <p>"Child" means a biological, foster, or adopted child, a stepchild, a legal ward, a child of a domestic partner, or a child of a person standing in loco parentis.</p>	01000&file=200-243
	Cal. Lab. Code § 230.8	Employer who employs 25 or more employees	Leave	<p>No employer shall discharge or in any way discriminate against an employee who is a parent, guardian, or grandparent having custody, of one or more children in kindergarten or grades 1 to 12, or attending a licensed child day care facility, for taking off up to 40 hours each year, not exceeding eight hours in any calendar month of the year, to participate in activities of any of his or her children, if the employee, prior to taking the time off, gives reasonable notice to the employer. If both parents of a child are employed by the same employer at the same worksite, the entitlement of a planned absence is only to the parent who first gives notice to the employer, such that the other parent may take a planned absence</p>	http://www.leginfo.ca.gov/cgi-bin/displaycode?section=lab&group=00001-01000&file=200-243

				<p>simultaneously only if he or she obtains the employer's approval.</p> <p>The employee shall utilize existing vacation, personal leave, or compensatory time off for purposes of the planned absence authorized by this section, unless otherwise provided by a collective bargaining agreement, and in effect on that date. An employee also may utilize time off without pay for this purpose. The employee, if requested by the employer, shall provide documentation from the school or licensed child day care facility as proof that he or she participated in activities on a specific date and at a particular time. Documentation means whatever written verification of parental participation deemed appropriate and reasonable.</p> <p>Any employee who is discharged, threatened with discharge, demoted, suspended, or in any other manner discriminated against in terms and conditions of employment by his or her employer because the employee has taken time off to participate in school activities shall be entitled to reinstatement and reimbursement for lost wages and work benefits caused by the acts of the employer. Any employer who willfully refuses to rehire, promote, or otherwise restore an employee or former employee who is eligible for rehiring or promotion by a grievance</p>	
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				procedure, arbitration, or hearing authorized by law shall be subject to a civil penalty in an amount equal to three times the amount of the employee's lost wages and work benefits.	
	Cal. Lab. Code §§ 1030, 1031		Breastfeeding	Every employer, including the state and any political subdivision, shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee's infant child. The break time shall, if possible, run concurrently with any break time already provided to the employee. Break time that does not run concurrently for the employee shall be unpaid. The employer shall make reasonable efforts to provide the employee with the use of a room or other location, other than a toilet stall, in close proximity to the employee's work area, for the employee to express milk in private. The location may include the place where the employee normally works if it otherwise meets these requirements.	http://www.leginfo.ca.gov/cgi-bin/displaycode?section=lab&group=01001-02000&file=1030-1033
Colorado	Colo. Rev. Stat. § 24-34-402	All employers, employment agencies, labor organizations	Discrimination	It is a discriminatory or unfair employment practice to refuse to hire, to discharge, to promote or demote, to harass during the course of employment, or to discriminate in matters of compensation, terms, conditions, or privileges of employment, against any person otherwise qualified because of sex. Sex discrimination includes pregnancy. <u>See Colorado Civil</u>	http://cdn.colorado.gov/cs/Satellite?blobcol=urldata&blobheadername1=Content-Disposition&blobheadername2=Content-Type&blobheadervalue1=inline%3

				<u>Rights Comm'n v. Travelers Ins. Co.</u> , 759 P.2d 1358 (Colo. 1988).	B+filename%3D%22Colorado+Anti-Discrimination+Act+statutes+-+unofficial.pdf%22&blobheadervalue2=application%2Fpdf&blobkey=id&blobtable=MungoBlobs&blobwhere=1251818317123&ssbinary=true (page 8); http://co.findacase.com/research/wfrmDocViewer.aspx/xq/fac.19880718_0040263.CO.htm/qx
	Colo. Rev. Stat. § 19-5-211	All employers	Leave and Insurance	Leave: An employer who permits paternity or maternity time off for biological parents following the birth of a child shall, upon request, make such time off available for individuals adopting a child. The period of time provided for biological parents shall be the minimum period available for adoptive parents. Requests for additional leave due to the adoption of an ill child or a child with a disability shall be considered on the same basis as comparable cases accompanying the birth of such a child to an employee or employee's spouse. Any other benefits	http://www.lpdirect.net/casb/crs/19-5-211.html

				<p>provided, such as job guarantee or pay, shall be available to both adoptive and biological parents on an equal basis. An employer shall not penalize an employee for exercising these rights. These provisions shall not apply to an adoption by the spouse of a custodial parent or to a second-parent adoption.</p> <p>Insurance: An adopted child shall be eligible for enrollment and coverage by any medical or dental insurance held by the prospective adoptive parents if such coverage would be available to a child naturally born to the parents.</p>	
	4 Colo. Code. Regs. 801(5-25)	State Employers	Leave	<p>To be eligible, an employee must have one year of total state service as of the date leave will begin. If the employee has worked full time, up to 520 hours per fiscal year will be granted, including active duty family leave. If part time, the amount of leave is prorated based on the regular appointment or schedule</p>	http://www.colorado.gov/cs/Satellite?blobcol=urldata&blobheader=application/pdf&blobkey=id&blobtable=MungoBlobs&blobwhere=1251603807941&ssbinary=true
	4 Colo. Code. Regs. 801(5-5)	State Employers	Leave	<p>Sick leave is provided in the event time off is needed for health reasons. This includes diagnostic and preventative examinations, treatment, and recovery. Accrued sick leave may also be used for the health needs of the employee's child who is under the age of 18 or an adult child incapable of self care, parent, spouse, legal dependent, or a person in the household for whom the employee is the primary care giver. Accrued sick</p>	http://www.colorado.gov/cs/Satellite?blobcol=urldata&blobheader=application/pdf&blobkey=id&blobtable=MungoBlobs&blobwhere=1251603807941&ssbinary=true

				leave is also used during family/medical leave for an injured military service member. The appointing authority may require documentation of the familial relationship. Note that this definition of family is different from family/medical and bereavement leave.	
	Colo. Rev. Stat. § 8-13.3-103	All employers	Leave	<p>An employee is entitled to take unpaid leave, not to exceed six hours in any one-month period and not to exceed eighteen hours in any academic year, for the purpose of attending an academic activity for or with the employee's child. In the alternative, an employer and employee may make an arrangement allowing the employee to take paid leave to attend an academic activity and to work the hours of paid leave taken within the same work week.</p> <p>An employee who works less than full-time shall be eligible for a portion of the leave based on the percent of full-time the employee works.</p> <p>An employer may limit the employee's ability to take leave in cases of emergency or other situations that may endanger a person's health or safety or in a situation where the absence would result in a halt of service or production. An employer may require that the leave be taken in no longer than three-hour increments and that the employee provide written verification from the school or school district of the academic activity.</p>	http://www.colorado.gov/cs/Satellite?blobcol=urldata&blobheadername1=Content-Disposition&blobheadername2=Content-Type&blobheadervalue1=inline%3B+filename%3D%22VI+2.25+Parental+Academic+Leave.pdf%22&blobheadervalue2=application%2Fpdf&blobkey=id&blobtable=MungoBlobs&blobwhere=1251694231521&ssbinary=true

				<p>An employee shall make a reasonable attempt to schedule academic activities outside of regular work hours. Schools and school districts shall also make their best efforts to accommodate the schedules of employees with children in the school or school district.</p> <p>In order to take leave, an employee shall provide the employer with notice of the need for leave at least one calendar week in advance of the academic activity. In the case of an emergency where the employee is not aware of the need for the leave one calendar week in advance, the employee shall provide notice as soon as possible once he or she becomes aware of the need and shall provide the employer with written verification upon return to work.</p> <p>An employee or employer may elect to substitute accrued paid vacation, sick leave, personal leave, or other paid leave.</p>	
	Colo. Rev. Stat. § 8-73-108	All employers	Benefits	<p>An individual separated from a job shall be given a full award of benefits if his or her health is such that the worker is separated from employment and must refrain from working for a period of time that exceeds the greater of the employer's medical leave policy or the provisions of the Family and Medical Leave Act, which includes because of pregnancy.</p>	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=CDLE-UnempBenefits%2FCDLELayout&cid=1251568564013&pagename=CDLEWrapper
	Colo. Rev. Stat. § 8-		Breastfeeding	<p>An employer shall provide reasonable unpaid break time or permit an</p>	http://www.colorado.gov/cs/Satellite

	13.5-104			employee to use paid break time, meal time, or both, each day, to allow the employee to express breast milk for her nursing child for up to two years after birth. The employer shall make reasonable efforts to provide a room or other location close to the work area, other than a toilet stall, where the employee can express breast milk in privacy. An employer that makes reasonable efforts to accommodate the employee shall be deemed in compliance with the law. Before an employee may seek litigation, there must be nonbinding mediation between the employer and the employee.	lite/CDLE-LaborLaws/CDLE/1248095305263
Connecticut	Conn. Gen. Stat. § 46a-60	All employers, employment agencies, labor organizations	Discrimination	It shall be a discriminatory practice for an employer to request or require information from an employee, person seeking employment or member about the individual's child-bearing age or plans, pregnancy, function of the individual's reproductive system, use of birth control methods, or the individual's familial responsibilities, unless such information is directly related to a bona fide occupational qualification or need. An employer, through a physician, may request from an employee any such information which is directly related to workplace exposure to substances which may cause birth defects or constitute a hazard to an individual's reproductive system or to a fetus if the employer first informs the employee of	http://www.cga.ct.gov/2011/pub/chap814c.htm#Sec46a-60.htm

				the hazards involved.	
	Conn. Gen. Stat. § 46a-60(a)(7)	Employers with three or more employees	Accommodation	Employers must make a reasonable effort to transfer a pregnant employee to a temporary position if her current position could cause injury to her or to her fetus.	http://www.cga.ct.gov/2011/pub/chap814c.htm#Sec46a-60.htm
	Conn. Gen. Stat. § 31-51	A person with 75 or more employees, any person who acts, directly or indirectly, in the interest of an employer and any successor in interest of an employer, but shall not include the state, a municipality, a local or regional board of education, or a private or parochial elementary or secondary school.	Leave	An eligible employee shall be entitled to a total of sixteen workweeks of unpaid leave during any twenty-four-month period, upon the birth of a son or daughter of the employee; the placement of a son or daughter for adoption or foster care; or in order to care for a son or daughter, if he or she has a serious health condition. Entitlement to leave may accrue prior to the birth or placement because of such impending birth or placement. Leave for the birth or placement may not be taken intermittently or on a reduced leave schedule unless the employee and the employer agree otherwise. The taking of leave intermittently or on a reduced leave schedule shall not result in a reduction of the total amount of leave to which the employee is entitled. If an employee requests intermittent leave or leave on a reduced leave schedule that is foreseeable based on planned medical treatment, the employer may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and that has equivalent pay and benefits, and better	http://wcc.state.ct.us/law/rel-stat/2011/31-51ll.htm

				<p>accommodates recurring periods of leave than the regular employment position of the employee, provided the exercise of this authority shall not conflict with a collective bargaining agreement between such employer and a labor organization of which the employee is a part.</p> <p>An eligible employee may elect, or an employer may require, to substitute accrued paid vacation, personal leave or family leave for any part of the sixteen weeks.</p> <p>In any case in which the necessity for leave is foreseeable based on expected birth or placement, the employee shall provide the employer with not less than thirty days' notice, before the date of the leave is to begin, of the employee's intention to take leave. If the date of the birth or placement of a son or daughter requires leave to begin in less than thirty days, the employee shall provide such notice as is practicable.</p> <p>In any case in which a husband and wife are employed by the same employer, the aggregate number of workweeks of leave to which both may be entitled may be limited to sixteen workweeks during any twenty-four-month period.</p>	
	Conn. Gen. Stat. § 31-40w	Employers with one or more employees, including the state and any political subdivision of the	Breastfeeding	Any employee may, at her discretion, express breast milk or breastfeed at her workplace during her meal or break period. An employer shall make reasonable efforts to provide a room or	http://www.ctdol.state.ct.us/wgwkstnd/laws-regs/statute31-40w.htm

		state.		other location, close to the work area, other than a toilet stall, where the employee can express her milk in private. An employer shall not discriminate against, discipline or take any adverse employment action against an employee for exercising her rights.	
Delaware	Del. Code tit. 19, § 711	Employers with 4 or more employees, including state and local governments	Discrimination	It shall be an unlawful employment practice for an employer, employment agency, or labor organization to fail or refuse to hire or to discharge or otherwise discriminate against any individual with respect to compensation, terms, conditions or privileges of employment because of such individual's sex; or limit, segregate or classify employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect the individual's status as an employee because of such individual's sex. It shall be an unlawful employment practice for any employer, labor organization or joint labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs, to discriminate against any individual because of sex in admission to or employment in any program. It shall not be an unlawful employment practice in those certain instances that sex is a bona fide occupational qualification reasonably necessary to the normal	http://www.delcode.delaware.gov/title19/c007/sc02/index.shtml ; http://dia.delawareworks.com/discrimination/pregnancy.php

				<p>operation of that particular business or enterprise; and it shall not be an unlawful employment practice for an employer to apply different standards of compensation or different terms, conditions or privileges of employment pursuant to a bona fide seniority or merit system or a system which measures earnings by quantity or quality of production or to employees who work in different locations, provided that such differences are not the result of an intention to discriminate because of sex. Nor shall it be an unlawful employment practice for an employer to give and to act upon the results of any professionally developed ability test provided that such test, its administration, or action upon the results is not designed, intended or used to discriminate because of sex. The Delaware Department of Labor has stated that sex discrimination as referred to in this statute also protects from discrimination on the basis of pregnancy, childbirth, or related medical conditions.</p>	
	Del. Code. Ann. tit. 14 § 1333	School Districts	Leave	<p>For child care purposes, a full-time or part-time employee of a reorganized school district shall be entitled to utilize accumulated sick leave upon the birth of a child of the employee or the employee's spouse, or upon the adoption by the employee of a pre-kindergarten age child for maternity</p>	<p>http://delcode.delaware.gov/title14/c013/index.shtml</p>

				leave.	
	Del. Code tit. 19, § 3314		Unemployment Compensation	An individual who quits work to care for his or her child under the age of 18 will not be considered to have left work voluntarily without good cause for purposes of unemployment benefits.	http://delcode.delaware.gov/title19/c033/sc02/index.shtml#3314
	Del. Code tit. 31, § 310		Breastfeeding	A mother shall be entitled to breastfeed her child in any location in public where the mother is otherwise permitted. It is unclear whether this authorization extends to a woman's place of public employment.	http://delcode.delaware.gov/title31/c003/sc01/index.shtml#310
District of Columbia	D.C. Code § 2-1401.05	DC government, public and private employers, employment agencies, labor organizations	Discrimination and Accommodation	Discrimination: Discrimination on the basis of sex shall include discrimination on the basis of pregnancy, childbirth, related medical conditions, or breastfeeding. Accommodation: Women affected by pregnancy, childbirth, related medical conditions, or breastfeeding shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work, and this requirement shall include a requirement that an employer must treat an employee temporarily unable to perform the functions of her job because of her pregnancy-related condition in the same manner as it treats other employees with temporary disabilities.	http://ohr.dc.gov/sites/default/files/dc/sites/ohr/publication/attachments/LawsAndRegs-HumanRightsAct-1977-English.pdf
	D.C. Code § 32-501	Employers with twenty or more	Leave	An employee is entitled to up to sixteen weeks of unpaid family leave during a	http://dccode.org/simple/section

		employees		<p>24-month period. Family leave may be taken for the birth, foster care placement, or adoption of a child or to care for the serious health condition of a family member. If an employee assumes and discharges parental responsibility for a child who lives with him or her, the child is considered a family member. Leave for birth or adoption must be taken within twelve months of birth or placement of the child. To qualify, employee must have been employed by the employer for at least one year without a break in service and worked for at least 1,000 hours (an average of 19 hours per week) during the 12-month period immediately preceding the requested leave. An employee may, at <i>his or her election</i>, concurrently take available paid vacation or sick leave in order to receive pay during the leave.</p>	s/32-501.html
	D.C. Code § 32-1202	All employees	Leave	<p>An employee who is a parent shall be entitled to a total of 24 unpaid hours leave during any 12 month period to attend or participate in a school-related event for his or her child. An employer may deny this use of leave only if it would disrupt the employer's business and make the achievement of production or service delivery unusually difficult.</p> <p>The employee may elect to use any paid family, vacation, personal, compensatory, or bank leave that has been provided by the employer.</p>	http://dcode.org/simple/sections/32-1202.html

				An employee shall notify the employer at least 10 calendar days in advance, unless the need to attend cannot be reasonably foreseen.	
	D.C. Code § 51-110		Unemployment Compensation	Unemployment compensation shall not be denied to any otherwise eligible individual who leaves his or her most recent work to care for an ill or disabled dependent child (whether born to or placed for adoption with the individual).	
	D.C. Code § 2-1402.82		Breastfeeding	<p>An employer shall provide reasonable daily unpaid break periods, as required by the employee, so that the employee may express breast milk for her child. If any break period, paid or unpaid, is already provided, this break period shall run concurrently with the break periods already provided. An employer shall not be required to provide break periods if it would create an undue hardship on the operations of the employer.</p> <p>An employer shall make reasonable efforts to provide a sanitary room or other location close to the work area, other than a bathroom or toilet stall, where an employee can express her breast milk in privacy and security. The location may include a childcare facility close to the employee's work location.</p>	http://law.justia.com/codes/district-of-columbia/2012/division-i/title-2/chapter-14/unit-a/subchapter-ii/part-i/section-2-1402-82.html
Florida				The Florida Supreme Court has declined to address whether pregnancy discrimination is prohibited under the Florida Civil Rights Act. <u>See Du-Chateau v. Camp Dresser & McKee, Inc.</u> , WL 4599837, *6 (S.D. Fla. 2011) (quoting	http://www.ca11.uscourts.gov/opinions/ops/201210838.pdf

				<p><u>Wahl v. Seacoast Banking Corp. of Fla.</u>, 2011 WL 861129 *12 (S.D. Fla. 2011)) (“The issue of coverage for pregnancy discrimination under the FCRA has not been finally resolved by the Supreme Court of Florida.”); <u>Boone v. Total Renal Labs., Inc.</u>, 565 F. Supp. 2d 1323, 1325 (M.D. Fla. 2008); <u>Carter v. Health Mgmt. Assocs.</u>, 989 So. 2d 1258, 1266 (Fla. 2d DCA 2008).</p>	
	Fla. Stat. § 110.221	State employees	Discrimination and Leave	<p>Discrimination: The state shall not terminate the employment of any employee in the career service because of her pregnancy or the employee's spouse's or the adoption of a child.</p> <p>Leave: The state shall not:</p> <ul style="list-style-type: none"> Refuse to grant to a career service employee unpaid parental or family medical leave for a period not to exceed 6 months. Such leave shall commence on a date that is determined by the employee in consultation with the attending physician following notification to the employer in writing, and that is approved by the employer; Deny a career service employee the use of and payment for annual leave credits for parental or family medical leave. Deny a career service employee the use of and payment for accrued sick leave or family sick leave. Require that a career service employee take mandatory parental or family medical leave. Upon returning at the end of parental or 	<p>http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0100-0199/0110/Sections/0110.221.html</p>

				family medical leave of absence, such employee shall be reinstated to the same job or to an equivalent position with equivalent pay and with seniority, retirement, fringe benefits, and other service credits accumulated prior to the leave period. If any portion of the leave is paid, the employee shall be entitled to accumulate all benefits granted under paid leave status.	
	Fla. Stat. § 383.015		Breastfeeding	A mother may breastfeed her baby in any location, public or private, where the mother is otherwise authorized to be, irrespective of whether the nipple of the mother's breast is uncovered during or incidental to the breastfeeding. It is unclear whether this authorization extends to a woman's place of employment.	http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0300-0399/0383/Sections/0383.015.html
Georgia	Ga. Code § 20-2-852	Employees: Females employed by a public school system	Leave	A female employed by a public school system shall be entitled to a leave of absence to begin at a time determined by the employee, the physician, and the local school superintendent between the commencement of pregnancy and the anticipated date of delivery. The employee shall notify the superintendent in writing of her desire to take leave and, except in case of emergency, shall give notice at least 60 calendar days prior to the date on which her leave is to begin. This notice shall include a doctor's statement of anticipated date of physical disability.	http://law.justia.com/codes/georgia/2010/title-20/chapter-2/article-17/part-4/20-2-852/

				<p>The employee may continue in active employment as late into her pregnancy as she desires provided she is able to perform properly her required job functions. Final determination of ability to perform functions shall be made by the local board of education. An employee wishing to work to the date of physical disability shall be entitled to use all accumulated sick leave credited to her, not to exceed the doctor's estimated length of physical disability. An employee wishing to discontinue work prior to the date of physical disability shall be governed by the same sick leave provisions as apply to employees on leave for other reasons. An employee who has been granted leave for the period of physical disability only shall be entitled to return to active employment upon presentation of a doctor's statement of physical ability to perform required job functions and shall be assigned to a substantially equivalent position to be approved by the superintendent. An employee who has been granted a longer leave, but not to exceed one full school year, shall be entitled to return to active employment upon written request for reassignment and contingent on a vacancy for which she is qualified. Such employee shall be given preference equal to any other applicant returning from a period of physical disability. In any instance, the</p>	
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				<p>employee's return to active employment may be delayed until the beginning of a quarter, or semester, in order to maintain continuity of classroom instruction.</p> <p>If the local school board disagrees with any doctor's statement, it may appoint a physician of the same medical specialty as the employee's physician for the purpose of receiving independent medical judgment.</p>	
	Ga. Code § 33-24-24		Insurance	<p>Each group policy or group contract issued, delivered, issued for delivery, amended, or renewed in this state after January 1, 1978, which provides major medical coverage and includes maternity benefits, shall include complications of pregnancy for all persons, including family members and dependents, who have been covered by the policy or contract for a period of nine months or for a period of at least 30 days immediately prior to the date conception occurs or pregnancy commences.</p> <p>These group policies or group contracts shall not contain any exclusions, reductions, or other limitations as to coverages, deductibles, or coinsurance provisions which apply to complications of pregnancy unless the provisions apply generally to all benefits.</p> <p>If fixed amounts for surgery are specified in any group policy or group contract, the fixed amounts for surgery</p>	<p>http://law.justia.com/codes/georgia/2010/title-33/chapter-24/article-1/33-24-24/</p>

				<p>involving complications of pregnancy shall be commensurate with other fixed amounts payable for procedures of comparable difficulty and severity. If any group policy or group contract provides a fixed amount for maternity benefits, complications of pregnancy shall be treated the same as an illness rather than pregnancy.</p> <p>An insurer or nonprofit corporation is not prohibited from issuing group policies or group contracts which contain provisions providing benefits greater or generally more favorable than the minimum benefits required by this Code section.</p>	
	Ga. Code § 34-1-6		Breastfeeding	<p>An employer may provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The employer may make reasonable efforts to provide a room or other location close to the work area, other than a toilet stall, where the employee can express her milk in privacy. The break time shall, if possible, run concurrently with any break time already provided. An employer is not required to provide break time if to do so would unduly disrupt the operations of the employer. Employer means any person or entity that employs one or more employees and shall include the state and its political subdivisions.</p>	http://law.justia.com/codes/georgia/2006/34/34-1-6.html
Hawaii	Haw. Rev.	All employers,	Discrimination	According to 378-1: "Because of sex"	http://www.capit

	Stat. § 378-2	employment agencies, and labor organizations		<p>shall include because of pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other individuals not so affected but similar in their ability or inability to work.</p> <p>It shall be an unlawful discriminatory practice:</p> <p>(1) Because of sex, for any employer to refuse to hire or employ or to bar or discharge from employment, or otherwise to discriminate against any individual in compensation or in the terms, conditions, or privileges of employment; for any employment agency to fail or refuse to refer for employment, or to classify or otherwise to discriminate against, any individual; for any labor organization to exclude or expel from its membership any individual or to discriminate in any way against any of its members, employer, or employees; or for any employer or labor organization to refuse to enter into an apprenticeship agreement, provided that no apprentice shall be younger than sixteen years of age.</p> <p>(2) For any employer, labor organization, or employment agency to discharge, expel, or otherwise discriminate against any individual because the individual</p>	<p>ol.hawaii.gov/hrs current/Vol07_C h0346-0398/HRS0378/HRS_0378-.htm</p>
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				has opposed any practice forbidden by this part or has filed a complaint, testified, or assisted in any proceeding respecting the discriminatory practices prohibited under this part.	
	Haw. Code R. § 12-46-107	All employers	Accommodation	Employers are required to make every reasonable accommodation to pregnant women with a disability related to pregnancy, childbirth, or related medical conditions.	http://labor.hawaii.gov/hcrc/find-a-law/hawaii-administrative-rules-4/#12-46-107
	Haw. Code R. § 12-46-108	All employers	Leave	<p>Disability due to and resulting from pregnancy, childbirth, or related medical conditions shall be considered by the employer as justification for leave, with or without pay, by the female employee for a reasonable period time.</p> <p>The employer may request a doctor's certificate estimating the length of leave and the estimated commencement and termination dates of leave required by the employee.</p> <p>A female employee shall be reinstated to her original job or to a position of comparable status and pay, without loss of accumulated service credits and privileges. The employer may request, prior to the employee's return, a medical certificate from the employee's physician attesting to her physical condition and approving her return to work.</p> <p>Employers are not required to grant paid or unpaid child care leave of absence. Any employer providing such leave shall</p>	http://labor.hawaii.gov/hcrc/find-a-law/hawaii-administrative-rules-4/#12-46-108

				do so without regard to the sex of the employee.	
	Haw. Rev. Stat. §§ 398-3, 4	All employers	Leave	<p>Family leave shall consist of unpaid, paid, or a combination of paid and unpaid leave for four weeks. If an employer provides paid family leave for fewer than four weeks, the additional period of leave to attain the four-week total may be unpaid.</p> <p>An employee may elect to substitute any accrued paid leaves, including vacation, personal, or family leave.</p> <p>An employer who provides sick leave shall permit an employee to use the employee's accrued and available sick leave for this purpose, provided that an employee shall not use more than ten days per year for this purpose, unless an express provision of a valid collective bargaining agreement authorizes more than ten days for family leave purposes.</p> <p>An employer shall not diminish an employee's accrued and available sick leave below the amount required, provided that any sick leave in excess of the minimum statutory equivalent for temporary disability benefits as determined by the department may be used for these purposes.</p>	http://labor.hawaii.gov/wsd/files/2013/01/Family-Leave-Comparison-Chart.pdf
	Haw. Rev. Stat. §§ 392-21, 23	All employers, including the state and its political subdivisions, with at least one employee.	Benefits	Any individual in current employment who suffers disability resulting from pregnancy shall be entitled to receive temporary disability benefits, for no longer than 26 weeks. The computation and distribution of benefit payments	http://www.capitol.hawaii.gov/hrs/current/Vol07_Ch0346-0398/HRS0392/HRS_0392-.htm

				shall correspond to the greatest extent feasible, to the employee's wage loss due to the employee's disability. An employee shall not be entitled to temporary disability benefits for periods of disability during which the employee would not have earned wages from employment according to the schedule of operations, and an employee is entitled to benefits only for periods of disability during which, but for the disability, the employee would have earned wages. This policy, however, shall not be applied to terminate the benefits of an employee who is receiving benefits for a disability that commenced while the employee was in current employment, nor shall it be applied to deny benefits if a disability that commenced while the employee was in current employment continues into a period during which the employee would earn wages but for the disability.	
	Haw Rev. Stat. § 383-7.6		Unemployment Compensation	An individual shall not be disqualified from regular unemployment benefits for separating from employment if that separation is for a compelling family reason. Compelling family reason means any of the following: The individual's minor child prevents the individual from reporting to work; The need of the individual's minor child to obtain treatment to recover from the physical or psychological effects of	http://law.justia.com/codes/hawaii/2011/division1/title21/chapter383/383-7-6/

				domestic or sexual violence prevents the individual from reporting to work; The employer's refusal to grant the individual's request for leave to address domestic or sexual violence effects on the individual's minor child.	
	Haw. Rev. Stat. §§ 378-2, 10		Breastfeeding	It shall be an unlawful discriminatory practice for any employer or labor organization to refuse to hire or employ, bar or discharge from employment, withhold pay from, demote, or penalize an employee because the employee breastfeeds or expresses milk at the workplace. Breastfeeds means the feeding of a child directly from the breast. Further, no employer shall prohibit an employee from expressing breastmilk during any meal or other break period required by law to be provided by the employer or required by collective bargaining agreement.	http://www.capitol.hawaii.gov/hrs/current/vol07_ch0346-0398/HRS0378/HRS_0378-0002.htm ; http://clear.uhwo.hawaii.edu/HRS378.html#S10
Idaho	Idaho Code 67-5909	Employer with five or more employees	Discrimination	It shall be a prohibited act to discriminate against a person because of, or on a basis of, sex. This also prohibits employers, employment agencies, and labor organization from failing or refusing to hire, to discharge, or to otherwise discriminate against an individual with respect to compensation or the terms, conditions or privileges of employment. This law has not been statutorily extended to pregnancy discrimination. However, the Idaho Supreme Court did accept this argument in a case without analysis: <u>See Stout v.</u>	http://legislature.idaho.gov/idstat/Title67/T67CH59SECT67-5909.htm ; http://www.isc.idaho.gov/opinions/stout.pdf

				<u>Key Training Corp.</u> , 158 P.3d 971 (Idaho 2007).	
Illinois	775 Ill. Comp. Stat. 5/2-102	Public employers	Discrimination and Accommodation	<p>Discrimination: It is unlawful for an employer to refuse to hire, to segregate, or to act with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure or terms, privileges or conditions of employment on the basis of pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.</p> <p>Accommodation: public employers must temporarily transfer a pregnant peace officer or fire fighter to a less strenuous or hazardous position, if requested with the advice of her physician, and if the transfer can be reasonably accommodated.</p>	http://www.ilga.gov/legislation/ilcs4.asp?ActID=2266&ChapterID=64&SeqStart=600000&SeqEnd=1200000
	Ill. Admin. Code tit. 80 § 303.130	State employers	Leave	All employees who provide proof of their pregnancy or that of their female partner at least 30 days prior to the expected due date will be eligible for 4 weeks (20 work days) of paid maternity/paternity leave. The State shall require proof of the birth. Maternity and/or paternity leave shall be limited to 1 leave per family for each pregnancy. In addition,	http://www.ilga.gov/commission/jcar/admincode/080/080003030B01300R.html

				<p>non-married male employees may be required to provide proof of paternity such as a birth certificate or other appropriate documentation confirming paternity.</p> <p>All employees are eligible for equal paid leave with a new adoption, with the leave to commence when physical custody of the child or children has been granted, provided that the employee can show that the formal adoption process is underway. Adoption leave shall be limited to 1 leave per adoption.</p>	
	820 Ill. Comp Stat. 147/15	Employers who have at least fifty employees in the state	Leave	<p>An employer must grant an employee leave of up to a total of 8 unpaid hours during any school year, and no more than 4 hours any given day, to attend school conferences or classroom activities related to the employee's child if the activities cannot be scheduled during nonwork hours. However, no leave may be taken by an employee unless the employee has exhausted all accrued vacation, personal leave, compensatory leave and any other leave that may be granted to the employee except sick leave and disability leave. Eligible employees must have worked for at least six consecutive months. Before arranging attendance at the conference or activity, the employee shall provide the employer with a written request at least 7 days in advance of the time the employee is required to utilize the visitation right. In emergency</p>	http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2409&ChapterID=68

				situations, no more than 24 hours notice shall be required. The employee must consult with the employer to schedule the leave so as not to disrupt unduly the operations of the employer. For regularly scheduled, nonemergency visitations, schools shall make time available during both regular school hours and evening hours.	
	820 Ill. Comp. Stat. 260/10		Breastfeeding	An employer shall provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time if to do so would unduly disrupt the employer's operations.	http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2429&ChapterID=68
Indiana	Ind. Code § 20-28-10-5	Employees: public school teachers	Leave	A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position. A teacher who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one year following the birth of the child, if she notifies the superintendent at least thirty days before the date on which she wishes to start the leave. The teacher shall notify the superintendent of the expected length of leave, including either a physician's statement certifying the teacher's pregnancy or a copy of the	http://www.in.gov/legislative/ic/code/title20/ar28/ch10.pdf

				<p>birth certificate of the newborn, whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave immediately on the teacher's request and the certification of the emergency from an attending physician. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at the teacher's discretion, to the teacher's available sick days. However, the teacher is not entitled to take accumulated sick days when the teacher's physician certifies that the teacher is capable of performing her regular teaching duties. The teacher is entitled to complete the remaining leave without pay. However, the teacher may receive compensation for the pregnancy leave under a collective bargaining agreement or by governing body policy.</p>	
	<p>Ind. Code § 22-2-14-2</p>		<p>Breastfeeding</p>	<p>To the extent reasonably possible, an employer shall provide a private location, other than a toilet stall, where an employee can express her breast milk in privacy during any period away from the employee's assigned duties. To the extent reasonably possible, an employer shall provide a refrigerator or other cold storage space for keeping milk that has been expressed or allow the employee to provide her own portable cold storage device for keeping milk that has been expressed until the</p>	<p>http://www.in.gov/legislative/ic/2010/title22/ar2/ch14.html</p>

				end of the employee's work day. Except in cases of willful misconduct, gross negligence, or bad faith, an employer is not liable for any harm caused by or arising from expressing breast milk or storage of the milk.	
Iowa	S.F. 308, 85th GA (2013) <i>Pending legislation</i>	All Employers	Accommodations	<p>An employer shall provide reasonable accommodations to an employee based on medical conditions related to the employee's pregnancy or childbirth, if the employee so requests with the advice of the employee's health care provider.</p> <p>Reasonable accommodations means actions which would permit an employee with a medical condition relating to the employee's pregnancy or childbirth to perform in a reasonable manner the activities involved in the employee's specific occupation and include but are not limited to the provision of an accessible worksite, acquisition or modification of equipment, job restructuring, and a modified work schedule. Reasonable accommodations does not mean any action that would impose an undue hardship on the business of the employer from whom the action is requested.</p>	http://coolice.legis.iowa.gov/CoolICE/default.asp?Category=billinfo&Service=Billbook&frame=1&GA=85&hbill=SF308

	Iowa Code § 216.6	All employers who regularly employ more than four individuals.	Discrimination, Leave, and Insurance	<p>Discrimination: A written or unwritten employment policy or practice which excludes from employment applicants or employees because of the employee's pregnancy is prima facie discrimination. An employer shall not terminate the employment of a person disabled by pregnancy because of the employee's pregnancy.</p> <p>Leave and Insurance: Disabilities caused or contributed to by the employee's pregnancy, miscarriage, childbirth, and recovery therefrom are, for all job-related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment. Written and unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority, and other benefits and privileges, reinstatement, and payment under any health or temporary disability insurance or sick leave plan shall be applied to a disability due to the employee's pregnancy or giving birth, on the same terms and conditions as other temporary disabilities.</p> <p>Where a leave is not available or a sufficient leave is not available under any health or temporary disability insurance or sick leave plan, the employer of the pregnant employee</p>	http://coolice.legis.iowa.gov/CoolICE/default.asp?category=billinfo&service=iowaCode&ga=82
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				<p>shall not refuse to grant to the employee who is disabled by the pregnancy a leave of absence if the leave is for the period that the employee is disabled, or for eight weeks, whichever is less. However, the employee must provide timely notice of the period of leave requested and the employer must approve any change requested. Before granting the leave, the employer may require that the employee's disability be verified by medical certification stating that the employee is not able to reasonably perform the duties of employment.</p>	
	Iowa Code §96.5		Unemployment Compensation	<p>An individual shall not be disqualified from unemployment compensation if: the department finds that the individual left employment for the necessary and sole purpose of taking care of a member of the individual's immediate family who was then injured or ill, and if after the member of the family has sufficiently recovered, the individual immediately returned to the individual's employer, provided that during such period the individual did not accept any other employment; or the individual left her employment because of pregnancy upon the advice of a licensed and practicing physician, and upon knowledge of the necessity for absence immediately notified the employer, or the employer consented to the absence, and after recovering from the pregnancy, the</p>	<p>http://coolice.legis.iowa.gov/CoolICE/default.asp?category=billinfo&service=iowaCode&input=96.5</p>

				individual returned to the employer and offered to perform services and the individual's regular work or comparable suitable work was not available.	
	Iowa Code § 135.30A		Breastfeeding	A woman may breast-feed her own child in any public place where her presence is otherwise authorized. It is unclear whether this authorization extends to a woman's place of employment. It is unclear whether this authorization extends to a woman's place of public employment.	http://coolice.legis.iowa.gov/CoolICE/default.asp?category=billinfo&service=iowaCode&ga=83&input=135#135.30A
Kansas	Kan. Stat. § 65-1,248		Breastfeeding	A mother may breastfeed in any place she has a right to be. It is unclear whether this authorization extends to a woman's place of employment.	http://kansasstatutes.lesterama.org/Chapter_65/Article_1/65-1x248.html
Kentucky	Ky. Rev. Stat §§ 344.030, 040	Public and private employers, employment agencies, labor organizations	Discrimination	It is an unlawful practice for an employer to fail or refuse to hire, or to discharge any individual, or otherwise to discriminate with respect to compensation, terms, conditions, or privileges of employment, because of the individual's sex; or to limit, segregate, or classify employees in any way which would deprive or tend to deprive an individual of employment opportunities or otherwise adversely affect status as an employee, because of the individual's sex. The terms "because of sex" or "on the basis of sex" include because of or on the basis of pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or	http://lrc.ky.gov/KRS/344-00/040.PDF

				related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work, and nothing in this section shall be interpreted to permit otherwise.	
	Ky. Rev. Stat § 337.015	All employers	Leave	Upon receiving written request by an employee, every employer shall grant reasonable personal leave not to exceed six weeks for the reception of an adoptive child under the age of seven.	http://www.lrc.ky.gov/krs/337-00/015.PDF
	101 Ky. Admin. Regs. 3:015	State Employers	Leave	An appointing authority shall grant sick leave with pay if an employee is required to care for or transport a member of his immediate family in need of medical attention for a reasonable period of time, the total continuous leave does not exceed one year, and the employee has used or been paid for all accumulated annual, sick, and compensatory leave unless he has requested to retain up to ten days of accumulated sick leave.	http://www.lrc.state.ky.us/kar/101/003/015.htm
	Ky. Rev. Stat. § 211.755		Breastfeeding	A mother may breast-feed her baby or express breast milk in any location, public or private, where the mother is otherwise authorized to be. Breast-feeding a child or expressing breast milk shall not be considered an act of public indecency and shall not be considered indecent exposure, sexual conduct, lewd touching, or obscenity. A municipality may not enact an	http://lrc.ky.gov/KRS/211-00/755.PDF

				ordinance that prohibits or restricts breast-feeding or expressing breast milk in a public or private location where the mother and child are otherwise authorized to be or consider breast-feeding indecent exposure, sexual conduct, lewd touching, or obscenity. No person shall interfere with a mother breast-feeding her child where she is otherwise authorized to be. It is unclear whether this authorization extends to a woman's place of employment.	
Louisiana	La. Rev. Stat. § 23:342	All employers with more than 20 employees.	Discrimination and Accommodation	Discrimination: It shall be an unlawful employment practice unless based upon a bona fide occupational qualification for any employer, because of the pregnancy, childbirth, or related medical condition of any female employee, to refuse to promote her, or to refuse to select her for a training program leading to promotion, provided she is able to complete the training program at least three months prior to the anticipated date of departure for her pregnancy leave, or to discharge her from employment or from a training program leading to promotion, or to discriminate against her in compensation or in terms, conditions, or privileges of employment. It shall be an unlawful employment practice to refuse to allow her either to receive the same benefits or privileges of employment granted to other persons not so affected who are similar in their ability or inability to work, including to	http://legis.state.la.us/lss/lss.asp?doc=83884&showback=

				<p>take disability or sick leave or any other accrued leave made available to temporarily disabled employees, or to take a leave on account of pregnancy for a reasonable period of time, provided such period shall not exceed four months. Such employee shall be entitled to utilize any accrued vacation leave during this period of time. Reasonable period of time means that period during which the female employee is disabled on account of pregnancy, childbirth, or related medical conditions. An employer may require any employee who plans to take a leave to give reasonable notice of the date leave shall commence and the estimated duration.</p> <p>Accommodation: It shall be an unlawful employment practice, unless based upon a bona fide occupational qualification, for an employer who has a policy, practice, or collective bargaining agreement requiring or authorizing the transfer of temporarily disabled employees to less strenuous or hazardous positions for the duration of the disability to refuse to transfer a pregnant female employee who so requests.</p> <p>It shall also be an unlawful employment practice for any employer to refuse to temporarily transfer a pregnant female employee to a less strenuous or hazardous position for the duration of her pregnancy if she so requests, with</p>	
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				the advice of her physician, where transfer can be reasonably accommodated, provided that no employer shall be required to create additional employment which would not otherwise be created, nor shall such employer be required to discharge any employee, transfer any employee with more seniority, or promote any employee who is not qualified to perform the job.	
	La. Rev. Stat. § 23:341	An employer who employs more than twenty employees within this state for each working day in each of twenty or more calendar weeks in the current or preceding calendar year.	Leave and Insurance	Leave: Pregnancy, childbirth, and related medical conditions are treated as any other temporary disability. However, no employer shall be required to provide a female employee disability leave on account of normal pregnancy, childbirth, or related medical condition for a period exceeding six weeks. Insurance: An employer is not required to provide his employees with health insurance coverage for the medical costs of pregnancy, childbirth, or related medical conditions. The inclusion in coverage of any medical costs of pregnancy, childbirth, or related medical conditions shall not be construed to require the inclusion of any others, nor shall coverage of any related medical conditions be required.	http://legis.state.la.us/lss/lss.asp?doc=83883
	La. Rev. Stat. § 51:2247.1		Breastfeeding	A mother may breastfeed her baby in any place of public accommodation, resort, or amusement. It is unclear whether this authorization extends to a woman's place of public employment.	http://www.legis.state.la.us/lss/lss.asp?doc=104292

Maine	Me. Rev. Stat. tit.5, § 4572	All employers, employment agencies, and labor organizations	Discrimination	<p>Sex includes pregnancy and medical conditions which result from pregnancy. It shall be unlawful employment discrimination, except where based on a bona fide occupational qualification, for an employer, employment agency, or labor organization to treat a pregnant woman who is able to work in a different manner from other persons who are able to work.</p> <p>It shall also be unlawful employment discrimination for an employer, employment agency, or labor organization to treat a pregnant woman who is not able to work because of a disability or illness resulting from pregnancy, or from medical conditions which result from pregnancy, in a different manner from other employees who are not able to work because of other disabilities or illnesses.</p> <p>An employer, employment agency or labor organization is not required to provide sick leave, a leave of absence, medical benefits or other benefits to a woman because of pregnancy or other medical conditions that result from pregnancy, if it does not also provide these benefits for other employees and is not otherwise required to provide those leaves or benefits under other state or federal laws.</p>	http://www.mainelegislature.org/legis/statutes/5/title5sec4572-a.html
	Me. Rev. Stat. tit. 26, § 844	An employer with 15 or more workers at one location,	Leave	Every employee who has been employed by the same employer for 12 consecutive months is entitled to up to	http://www.mainelegislature.org/legis/statutes/26

		<p>Any state agency, or Any city, town or municipal agency that has 25 or more workers</p>		<p>10 paid or unpaid work weeks of family medical leave in any 2 years. The employee must give at least 30 days' notice of the intended date upon which leave will commence and terminate, unless prevented by medical emergency. The employer may require certification from a physician to verify the amount of leave requested, except that an employee who in good faith relies on treatment by prayer or spiritual means, in accordance with the tenets and practice of a recognized church or religious denomination, may submit certification from an accredited practitioner of those healing methods. The employer and employee may negotiate for more or less leave, but both parties must agree.</p> <p>If an employer provides paid family medical leave for fewer than 10 weeks, the additional weeks may be unpaid. Intermittent or reduced leave schedule family medical leave may be taken when medically necessary. This may not result in a reduction in the total amount of leave to which the employee is entitled beyond the amount of leave actually taken.</p> <p>If an employee requests intermittent leave, or leave on a reduced leave schedule, for a reason that is foreseeable based on planned medical treatment, the employer may require such employee to transfer temporarily to</p>	<p>/title26sec844.html</p>
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				an available alternative position offered by the employer for which the employee is qualified and has equivalent pay and benefits, and better accommodates recurring periods of leave than the regular employment position.	
	Me. Rev. Stat. tit. 26, § 636	Public or private employer with 25 or more employees	Leave	<p>Paid leave means time away from work by an employee for which the employee receives compensation, and is limited to sick time, vacation, compensatory time and leave that is provided as an aggregate amount for use at the discretion of the employee for any of these same purposes. Paid leave does not include paid short-term or long-term disability, catastrophic leave or similar types of benefits.</p> <p>If an employer, under the terms of a collective bargaining agreement or employment policy, provides paid leave, then the employer shall allow an employee to use the paid leave for the care of an immediate family member who is ill. Immediate family member includes an employee's child.</p>	http://www.mainelegislature.org/legis/statutes/26/title26sec636.html
	Me. Rev. Stat. tit. 26, § 1193		Unemployment Compensation	A claimant may not be disqualified for unemployment compensation if the leaving was caused by the illness or disability of an immediate family member and the claimant took all reasonable precautions to protect the claimant's employment status by promptly notifying the employer of the need for time off, a change or reduction in hours or a shift change, and being	http://www.mainelegislature.org/legis/statutes/26/title26sec1193.html

				advised by the employer that the change cannot or will not be accommodated. Immediate family member includes an employee's child.	
	Me. Rev. Stat. tit. 26, § 604		Breastfeeding	All employers, employment agencies, and labor organizations shall provide adequate unpaid break time or permit an employee to use paid break time or meal time each day to express breast milk for her nursing child for up to 3 years following childbirth. The employer shall make reasonable efforts to provide a clean room or other location, other than a bathroom, where an employee may express breast milk in privacy. An employer may not discriminate in any way against an employee who chooses to express breast milk in the workplace.	http://www.mainelegislature.org/legis/statutes/26/title26sec604.html
Maryland	Md. Code, State Gov't § 20-606	Employers with fifteen or more employees employed for twenty or more weeks during the year	Discrimination	An employer, employment agency, or labor organization may not fail or refuse to hire, discharge, or otherwise discriminate against any individual with respect to the individual's compensation, terms, conditions, or privileges of employment because of the individual's sex, or limit, segregate, or classify its employees or applicants for employment in any way that would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect the individual's status as an employee because of the individual's sex. A labor organization may not exclude or expel from its membership, or otherwise	http://law.justia.com/codes/maryland/2010/state-government/title-20/subtitle-6/20-606 ; http://www.mdd.uscourts.gov/Opinions/Opinions/Ferdinand-Davenport05oct10.pdf

				<p>discriminate against, any individual because of the individual's sex. An employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining programs, including on-the-job training programs, may not discriminate against any individual in admission to, or employment in, any program established to provide apprenticeship or other training or retraining because of the individual's sex.</p> <p>The Maryland District court has held that this Act applies to pregnancy discrimination. <u>See Ferdinand-Davenport v. Children's Guild</u>, 742 F. Supp. 2d 772 (D. Md. 2010).</p>	
	Md. Code, State Gov't § 20-609	Employers with fifteen or more employees employed for twenty or more weeks during the year	Accommodation	Employers must explore means of reasonably accommodating a disability caused or contributed to by pregnancy if an employee requests a reasonable accommodation. The law also requires an employer to transfer an employee to a less strenuous or hazardous position for a specified period of time in some circumstances. The employer can require an employee to provide a certification from a health care provider.	http://mgaleg.maryland.gov/2013RS/bills/sb/sb0784t.pdf (The Maryland Legislature has not yet updated its website to reflect the statute, but linked is the passed bill)
	Md. Code. Ann., Lab. & Empl. 3-802	All Employers	Leave	If an employer provides leave with pay to an employee following the birth of the employee's child, the employer shall provide the same leave with pay to an employee when a child is placed with	http://law.justia.com/codes/maryland/2005/gle/3-802.html

				the employee for adoption.	
	Md. Code, Lab. & Empl. § 8-1001		Unemployment Compensation	The Secretary may find good cause for voluntarily if it is directly attributable to the individual's minor child being a victim of domestic violence and the individual reasonably believes that his or her continued employment would jeopardize the safety of the minor child. The individual must provide one of the following types of documentation to the Secretary substantiating domestic violence: an active or a recently issued temporary protective order, a protective order, or any other court order documenting the domestic violence; or a police record documenting recent domestic violence. The individual is then eligible for unemployment benefits.	http://mgaleg.maryland.gov/webmga/frmStatutesText.aspx?pid=&ys=2013RS&article=gle&section=8-1001&ext=html&session=2013RS
	Md. Code, Health-Gen. § 20-801		Breastfeeding	A mother may breast-feed her child in any public or private location in which the mother and child are authorized to be. A person may not restrict or limit the right of a mother to breast-feed her child. It is unclear whether this authorization extends to a woman's place of public employment.	http://mgaleg.maryland.gov/2013RS/Statute_Web/ghg/20-801.pdf
Massachusetts	Mass. Gen. Laws c. 151B, § 4	All employers	Discrimination	It shall be an unlawful practice for an employer, by himself or his agent, because of the sex of any individual, to refuse to hire or employ or to bar or to discharge from employment such individual or to discriminate against such individual in compensation or in terms, conditions or privileges of employment, unless based upon a bona	https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter151b/Section4 ; http://masscases.com/cases/sjc/375/375mass160.html

				<p>fide occupational qualification. It shall be an unlawful practice for a labor organization, because of the sex of any individual, to exclude from full membership rights or to expel from its membership such individual or to discriminate in any way against any of its members or against any employer or employee unless based upon a bona fide occupational qualification. Though pregnancy is not mentioned in the statute, the Massachusetts Supreme Court has held that exclusion of pregnancy-related disabilities constitutes sex discrimination. <u>See Massachusetts Elec. Co. v. Massachusetts Comm'n Against Discrimination</u>, 375 Mass. 160, 168, 375 N.E.2d 1192, 1198 (1978).</p>	
	<p>Mass. Gen. Law c. 149, §105D</p>	<p>All employers with six or more employees.</p>	<p>Leave and Benefits</p>	<p>Leave: Employees that have completed an initial probationary period or have been employed full-time for 3 consecutive months are allowed up to 8 weeks unpaid leave for giving birth, adopting a child under the age of 18, or adopting a child under the age of 23, if the child is mentally or physically disabled. The Act provides maternity leave to female employees only. The employee must give at least two weeks notice of her anticipated date of departure and intention to return. An employer cannot refuse to grant leave on the</p>	<p>http://www.malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter149/Section105d</p>

				<p>grounds that doing so would constitute a hardship. If maternity leave is unpaid, the employee must be permitted to use, concurrently with the maternity leave, accrued paid sick, vacation or personal time, but the employer may not force the employee to do so.</p> <p>Benefits: Leave is not required to be paid nor does maternity leave need to include in the computation of benefits any rights and advantages incident to employment. The employer does not have to pay for the costs of any benefits, plans, or programs during the maternity leave.</p>	
	<p>Mass. Gen. Laws c. 111, § 221</p>		<p>Breastfeeding</p>	<p>A mother may breastfeed her child in any public place or establishment or place which is open to and accepts or solicits the patronage of the general public and where the mother and her child may otherwise lawfully be present. The act of a mother breastfeeding her child, and any exposure of a breast incidental thereto that is solely for the purpose of nursing such child, shall not be considered lewd, indecent, immoral, or unlawful conduct. No person or entity shall, with the intent to violate a mother's right, restrict, harass or penalize a mother who is breastfeeding her child. A place of religious instruction or worship shall not be subject. It is unclear whether this authorization</p>	<p>https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXVI/Chapter111/Section221</p>

				extends to a woman's place of public employment.	
Michigan	Mich. Comp. Laws § 37.2202	Public and private employers, employment agencies, labor organizations	Discrimination	Sex includes pregnancy, childbirth, or a medical condition related to pregnancy or childbirth that does not include nontherapeutic abortion not intended to save the life of the mother. An employer shall not fail or refuse to hire or recruit, discharge, or otherwise discriminate against an individual with respect to employment, compensation, or a term, condition, or privilege of employment, because of sex; limit, segregate, or classify an employee or applicant for employment in a way that deprives or tends to deprive the employee or applicant of an employment opportunity, with respect to a term, condition, or privilege of employment, including, but not limited to, a benefit plan or system, or otherwise adversely affects the status of an employee or applicant because of sex; or treat an individual affected by pregnancy, childbirth, or a related medical condition differently for any employment-related purpose from another individual who is not so affected but similar in ability or inability to work, <i>without regard</i> to the source of any condition affecting the other individual's ability or inability to work.	http://www.legislature.mi.gov/(S(krwxpn45tdetgn555xkrpoag))/mileg.aspx?page=getObject&objectname=mcl-37-2202
Minnesota	Minn. Stat. § 363A.08	Public and private employers, employment	Discrimination	Except when based on a bona fide occupational qualification, it is an unfair employment practice for an employer,	https://www.revisor.mn.gov/statutes/?id=363A.08

		agencies, labor organizations		an employment agency, or a labor organization, with respect to all employment related purposes, including receipt of benefits under fringe benefit programs, not to treat women affected by pregnancy, childbirth, or disabilities related to pregnancy or childbirth, the same as other persons who are not so affected but who are similar in their ability or inability to work, including a duty to make reasonable accommodations. Reasonable accommodation means steps which must be taken to accommodate the known physical or mental limitations of a qualified disabled person. Reasonable accommodation may include, but does not necessarily require, making facilities readily accessible to and usable by disabled persons; and job restructuring, modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, and the provision of aides on a temporary or periodic basis.	
	Minn. Stat. § 363A.20	Public and private employers, employment agencies, labor organizations	Accommodation	It is not an unfair employment practice for an employer, employment agency, or labor organization to provide special safety considerations for pregnant women involved in tasks which are potentially hazardous to the health of the unborn child, as determined by medical criteria.	https://www.revisor.mn.gov/statutes/?id=363a.20
	Minn. Stat. § 181.941	Employers with 21 to 49 workers at any	Leave	Employees who have been employed with a qualifying employer for at least 12	https://www.revi sor.mn.gov/statu

		one site;		consecutive months, and for an average of one-half the full-time equivalent position in the employee's job classification during those 12 months, are guaranteed 6 weeks of unpaid family and medical leave. During this time, health insurance coverage will continue but employee can be required to pay the full cost of coverage if he or she does not return to employment after the 6 weeks. The employee is guaranteed return to his or her previous job or an equivalent position of skill, pay, and benefits.	tes/?id=181.941
	Minn. Stat. § 181.942		Leave	An employee may use personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's child for such reasonable periods as the employee's attendance with the child may be necessary, on the same terms the employee is able to use sick leave benefits for the employee's own illness or injury. This applies only to personal sick leave benefits payable to the employee from the employer's general assets. Personal sick leave benefits do not include short-term or long-term disability or other salary continuation benefits.	https://www.revisor.mn.gov/statutes/?id=181.939
	Minn. Stat. § 181.939	A person or entity that employs one or more employees and includes the state and its political	Breastfeeding	An employer must provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with	

		subdivisions		any break time already provided to the employee. An employer is not required to provide break time if to do so would unduly disrupt the operations of the employer. The employer must make reasonable efforts to provide a room or other location close to the work area, other than a toilet stall, where the employee can express her milk in privacy. The employer would be held harmless if reasonable effort has been made.	
Mississippi	MS State Policy and Procedure Manual Sec. 7.22.8	State employers/employees	Discrimination and Leave	Discrimination: Mississippi incorporates the Pregnancy Discrimination Act, and includes that the appointing authority shall not terminate the employment of any employee in the state service because of pregnancy or requires that such employee take a mandatory leave. Leave: When certified in advance by a medical doctor, pregnant women shall be allowed to use major medical leave for regularly scheduled prenatal care by a medical doctor without the requirement that personal leave be used for the first eight hours of each absence for such care.	http://www.spbrez.ms.gov/SPB%20Documents/SPB/Policy%20Proc/PPM%207%20-%20Employee%20Relations.pdf
	Miss. Code § 43-20-31	Child care facilities	Breastfeeding	Licensed child care facilities shall be required to provide breast-feeding mothers, including employees, a sanitary place that is not a toilet stall to breast-feed their children or express milk. This area shall provide an electrical outlet, comfortable chair, and nearby access to running water. A refrigerator	http://www.mscode.com/free/statutes/43/019/0031.htm

				will be made available for storage of expressed breast milk in ensuring that breast milk is properly treated to avoid waste. Staff shall be trained in the safe and proper storage and handling of human milk. Breast-feeding promotion information will be displayed in order to positively promote breast-feeding to the clients of the facility.	
	Miss. Code § 71-1-55	All employers	Breastfeeding	No employer shall prohibit an employee from expressing breast milk during any meal period or other break period provided by the employer.	https://law.resou rce.org/pub/us/c ode/ms/ms.xml. 2010/2010/title- 71/1/71-1- 55/index.html
Missouri	Mo. Rev. Stat. § 213.055; 8 CSR 60-3.040	The state, its political subdivisions, and any person employing six or more persons.	Discrimination, Insurance, Leave	Discrimination: A written or unwritten employment policy or practice which excludes from employment applicants or employees because of pregnancy is <i>prima facie</i> discrimination. Where the termination of a temporarily disabled employee is caused by an employment policy under which insufficient or no leave is available, this termination is discriminatory if it has a disparate impact on employees of one sex and is not justified by a business necessity. Insurance and Leave: Disabilities caused or contributed to by pregnancy, miscarriage, legal abortion, childbirth and recovery are, for all job-related purposes, temporary disabilities and should be treated as such under any health or temporary disability insurance	http://www.moga .mo.gov/statutes /chapters/chap2 13.htm

				or sick leave plan available in connection with employment. Written or unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, reinstatement and payment under any health or temporary disability insurance or sick leave, plan, formal or informal, shall be applied to disability due to pregnancy or childbirth on the same terms and conditions.	
	Mo. Rev. Stat. 105.271	State Employers	Leave	An adoptive parent who is employed by the state of Missouri, its departments, agencies, or political subdivisions, may use his or her accrued sick leave, annual leave, or the same leave without pay granted to biological parents to take time off for purposes of arranging for the adopted child's placement or caring for the child after placement. The employer shall not penalize an employee for requesting or obtaining time off according to this section.	http://www.moga.mo.gov/statutes/C100-199/1050000271.HTM
	Mo. Rev. Stat. § 288.050		Unemployment Compensation	If the claimant of unemployment benefits presents evidence supported by competent medical proof that she was forced to leave her work because of pregnancy, notified her employer of such necessity as soon as practical under the circumstances, and returned to that employer as soon as she was physically able to return to work, as certified by a licensed and practicing physician, but in	http://www.moga.mo.gov/statutes/C200-299/2880000050.HTM

				no event later than ninety days after the termination of the pregnancy. An employee shall have been employed for at least one year with the same employer before she may be provided benefits.	
	Mo. Rev. Stat. § 191.918		Breastfeeding	A mother may, with as much discretion as possible, breast-feed her child in any public or private location where the mother is otherwise authorized to be. It is unclear whether this authorization extends to a woman's place of employment.	http://www.moga.mo.gov/statutes/c100-199/1910000918.htm
Montana	Mont. Code Ann. § 49-2-310	Excludes fraternal, charitable, or religious nonprofit organizations; "employee" excludes independent contractor exceptions	Discrimination	It is unlawful for an employer or an employer's agent to terminate a woman's employment because of the woman's pregnancy; refuse to grant to the employee a reasonable leave of absence for the pregnancy; deny to the employee who is disabled as a result of pregnancy any compensation to which the employee is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by the employer, provided that the employer may require disability as a result of pregnancy to be verified by medical certification that the employee is not able to perform employment duties; or require that an employee take a mandatory maternity leave for an unreasonable length of time.	http://data.opi.mt.gov/bills/mca/49/2/49-2-310.htm
	<i>See Salary and Benefits</i>	State employers	Leave	The state government has adopted rules providing that six weeks is "reasonable" leave after the birth of a child.	http://mt.gov/statejobs/salary.mcxpx#Maternity

	<p><i>Information Overview, Montana's Official State Website, http://mt.gov/statejobs/salary.mcp#Maternity (last visited 13 June, 2013).</i></p>				
	<p>Mont. Code Ann. § 2-18-606</p>	<p>State employers</p>	<p>Leave</p>	<p>Birth fathers and adoptive parents are entitled to a “reasonable leave of absence” of up to 15 days immediately following the birth or adoption of a child without having to meet tenure or hours worked requirements</p>	<p>http://data.opi.mt.gov/bills/mca/2/18/2-18-606.htm</p>
	<p>Mont. Code Ann. § 39-2-215 et seq.</p>	<p>Public employers</p>	<p>Breastfeeding</p>	<p>Employers must accommodate breastfeeding and must provide daily unpaid break time for a mother to express breast milk for her infant child and facilities for storage of the expressed milk. Employers are also required to make a reasonable effort to provide a private location, other than a toilet stall, in close proximity to the work place for this activity.</p>	<p>http://data.opi.mt.gov/bills/mca/39/2/39-2-215.htm</p>
	<p>Mont. Code Ann. § 50-19-</p>		<p>Breastfeeding</p>	<p>A woman has the right to breastfeed in any public or private location where she has the right to be.</p>	<p>http://data.opi.mt.gov/bills/mca/50/19/50-19-</p>

	501				501.htm
Nebraska	Neb. Rev. Stat. § 48-1111	15 or more employees for at least 20 weeks of the year	Discrimination	Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of employee benefits, as other persons not so affected but similar in their ability or inability to work, and nothing in this section shall be interpreted to provide otherwise.	http://nebraskalegislature.gov/laws/statutes.php?statute=48-1111
	Neb. Rev. Stat. § 48-1102	15 or more employees for at least 20 weeks of the year	Discrimination	Unlawful employment practice to discriminate based on sex. Because of sex or on the basis of sex includes because of or on the basis of pregnancy, childbirth, or related medical conditions	http://nebraskalegislature.gov/laws/statutes.php?statute=48-1102
	Neb. Rev. Stat. § 20-170		Breastfeeding	A mother may breastfeed her child in any public or private location where the mother is otherwise authorized to be.	http://nebraskalegislature.gov/laws/statutes.php?statute=20-170
Nevada	Nev. Rev. Stat. Ann. § 613.335	Private sector Any person who has 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, but does not include: (a) The United States or any corporation	Discrimination	If an employer grants leave with pay, leave without pay, or leave without loss of seniority to his or her employees for sickness or disability because of a medical condition, it is an unlawful employment practice to fail or refuse to extend the same benefits to any female employee who is pregnant. The female employee who is pregnant must be allowed to use the leave before and after childbirth, miscarriage or other natural resolution of her pregnancy, if the leave is granted, accrued or allowed	http://www.leg.state.nv.us/NRS/NRS-613.html#NRS613Sec335

		wholly owned by the United States. (b) Any Indian tribe. (c) Any private membership club exempt from taxation Nev. Rev. Stat. Ann. § 613.310 (West)		to accumulate as a part of her employment benefits.	
	Nev. Rev. Stat. Ann. § 613.330	Employers with fifteen or more employees	Discrimination	Unlawful employment practice to discriminate based on sex.	http://www.leg.state.nv.us/NRS/NRS-613.html#NRS613Sec330
	Nev. Rev. Stat. Ann. § 392.920	All employers	Discrimination	Employers may not discriminate against parents who attend school conferences at the request of a school administrator or for leaving work because of a child's emergency.	http://www.leg.state.nv.us/NRS/NRS-392.html#NRS392Sec920
	Nev. Rev. Stat. Ann. § 392.4577	Employers of fifty or more people	Leave	Employers must grant employees up to four hours of unpaid leave per school year for each child enrolled in school, to attend school-related activities.	http://www.leg.state.nv.us/NRS/NRS-392.html#NRS392Sec4577
	Letter from Cynthia Jones, Deputy Director, Nevada Department of Employment Training		Unemployment	Employees who lose their jobs due to providing care to immediate family members may be eligible for unemployment benefits.	http://www.doleta.gov/recovery/pdf/NV2-3.pdf

	<p>and Rehabilitation, to Cheryl Atkinson, Administrator, US Department of Labor (May 2009), Retrieved 6 June, 2013, from http://www.doleta.gov/recovery/pdf/NV2-3.pdf</p>				
	<p>Nev. Rev. Stat. § 201.232, § 201.210, and § 201.220</p>		<p>Breastfeeding</p>	<p>The breastfeeding of a child in any location, public or private, is not considered a violation of indecent exposure laws; a mother may breast feed her child in any public or private location where the mother is otherwise authorized to be</p>	<p>https://www.leg.state.nv.us/NRS/NRS-201.html#NRS201Sec210</p> <p>https://www.leg.state.nv.us/NRS/NRS-201.html#NRS201Sec220</p> <p>https://www.leg.state.nv.us/NRS/</p>

					NRS-201.html#NRS201Sec232
New Hampshire	N.H. Rev. Stat. Ann. § 354-A:7	All employers with six or more employees. (Excludes social clubs, fraternal or religious nonprofit associations) N.H. Rev. Stat. Ann. § 354-A:2	Discrimination and Leave	<p>Unlawful discriminatory practice to discriminate based on sex. Sex includes pregnancy and medical conditions which result from pregnancy.</p> <p>An employer shall permit a female employee to take leave of absence for the period of temporary physical disability resulting from pregnancy, childbirth or related medical conditions. When the employee is physically able to return to work, her original job or a comparable position shall be made available to her by the employer unless business necessity makes this impossible or unreasonable.</p> <p>For all other employment related purposes, including receipt of benefits under fringe benefit programs, pregnancy, childbirth, and related medical conditions shall be considered temporary disabilities, and a female employee affected by pregnancy, childbirth, or related medical conditions shall be treated in the same manner as any employee affected by any other temporary disability.</p>	http://www.gencourt.state.nh.us/rsa/html/XXXI/354-A/354-A-7.htm
	N.H. Rev. Stat. Ann. § 132:10-		Breastfeeding	A mother has a right to breastfeed. It is unclear whether this extends to a woman's place of employment.	http://www.gencourt.state.nh.us/rsa/html/X/132/

	d (1999)				132-10-d.htm
New Jersey	N.J. Stat. Ann. § 10:5-12 (West)	All employers	Discrimination	It is an unlawful employment practice to discriminate based on sex.	http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=17285539&Depth=2&advquery=%2210%3a5-12%22&depth=4&expandheadings=on&headingwithhits=on&headerheading=on&infobase=statutes.nfo&rank=%20%20&record={3846}&softpage=Doc_Frame_PG42&wordsaroundhits=10&zz=
	N.J. Stat. § 43:21-25 to 43:21-21,	Covered employers	Leave and Unemployment	A pregnant woman is entitled to temporary disability benefits for four weeks before birth and six weeks after birth. Eligible workers may receive up to twenty-six weeks of cash benefits during a twelve month period. Leaving work because of pregnancy disability does not disqualify a woman from receiving unemployment benefits. TDI leave and family leave must be taken sequentially.	http://lwd.dol.state.nj.us/labor/forms_pdfs/tdi/Law.pdf
	N.J. Stat. Ann. § 34:11B-4 (West)	At least 50 employees worldwide who have been working for at least 20 weeks	Leave	The New Jersey Family Leave Act (NJFLA) expands upon federal leave provisions, allowing employees to care for a civil union partner. Employees may not use medical leave for their own	http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=17285570&Depth=2&ad

		during the current/previous year		medical needs, so this leave does not apply to a woman who needs to take time off for her pregnancy.	vquery=%2234%3a11B-4%22&depth=4&expandheadings=on&headingswithhits=on&hitsperheading=on&info base=statutes.nfo&rank=%20%20&record={DDE0}&softpage=Doc_Frame_PG42&wordsaroundhits=10&zz
	N.J. Admin. Code § 4A:6-1.3(g)(3).	Public sector	Leave	State workers who earn sick leave are entitled to use it for the care of a seriously ill child or family member, including a family member disabled by pregnancy.	http://www.state.nj.us/csc/about/about/title4a/ch6_1.html#3
	N.J. Stat. § 43:21-39.1 to 43:21-39.3	Covered employers	Insurance	Family leave insurance offers up to six weeks of paid leave for employees who need to care for an immediate family member, including new children and seriously ill family members.	http://lwd.dol.state.nj.us/labor/forms_pdfs/tdi/Law.pdf
	N.J. Rev. Stat. § 26:4B-4/5 (1997)		Breastfeeding	A mother may breastfeed her baby in any location of a place of public accommodation, resort or amusement where the mother is otherwise permitted. It is unclear whether this protection extends to a woman's place of employment.	http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=17285566&Depth=2&depth=2&expandheadings=on&headingswithhits=on&hitsperheading=on&info base=statutes.nfo&record=

					{AE5C}&softpage=Doc_Frame_PG42
New Mexico	N.M. Stat. Ann. § 28-1-7 (West)	At least four employees	Discrimination	It is unlawful to discriminate based on sex.	http://law.justia.com/codes/new-mexico/2006/nmrc/jd_28-1-7-bcb3.html
	N.M. Code R. 9.1.1.7 (HH)(2)	Employers with at least four employees	Accommodation	Employers must treat pregnant workers as they treat temporarily disabled workers.	http://www.nmcprr.state.nm.us/nmac/parts/title09/09.001.0001.htm
	N.M. Code R. 1.7.7.10(D)	State	Leave	Public sector employees may use sick leave to care for family members.	http://www.nmcprr.state.nm.us/nmac/parts/title01/01.007.0007.htm
	N.M. Stat. Ann. § 28-20-1 (1999) N.M. Stat. Ann. § 28-20-2 (2007)	Employers with at least four employees	Breastfeeding	A mother may breastfeed her child in any public or private location where she is otherwise authorized to be. Employers must provide a clean, private place, not a bathroom, for employees who are breastfeeding to pump. Break times are not required to be paid.	http://law.justia.com/codes/new-mexico/2006/nmrc/jd_28-20-1-bf91.html
New York	N.Y. Exec. Law § 296 (McKinney)	At least four employees	Discrimination	It is an unlawful discriminatory practice to discriminate based on sex, which includes pregnancy.	http://www.nyc.gov/html/dcas/downloads/pdf/misc/psb_100_13_296.pdf
	N.Y. Exec. Law § 296 (McKinney)	At least four employees	Discrimination	It is unlawful for employer to compel an employee who is pregnant to take a leave of absence, unless the employee	http://www.dhr.ny.gov/sites/default/files/doc/hrl.p

)			<p>is prevented by such pregnancy from performing the activities involved in the job or occupation in a reasonable manner.</p> <p>*Applies to employers with four or more employees.</p>	df
	N.Y. Exec. Law § 296.1 (McKinney)	At least four employees	Accommodation	<p>The New York State Division of Human Rights (NYSDHR) has declared that it is unlawful for an employer to discriminate against an employee on the basis of disability. The NYSDHR has interpreted pregnancy as a disability under this law and has thus required reasonable accommodation on the part of an employer. See, e.g., <i>Hardy v. Pathmark Stores, Inc.</i>, New York State Division of Human Rights, Case No. 10117709 (July 17, 2008), <i>Stack v. State of New York & New York State Division of State Police</i>, New York State Division of Human Rights, Case No. 1202468 (February 8, 2007). However, current case law casts doubt on the applicability of that interpretation in federal or state court. See <i>Krause v. Lancer & Loader Grp., LLC</i>, 965 N.Y.S.2d 312, 322 (Sup. Ct. 2013) (holding that failure to demonstrate that a normal pregnancy caused an “impairment” negated its classification as a disability); see also <i>Lehmuller v. Incorporated Village of Sag</i></p>	<p>http://www.dhr.ny.gov/sites/default/files/doc/hrl.pdf</p>

				<i>Harbor</i> , 944 F.Supp. 1087, 1093 (E.D.N.Y. 1996) (a normal pregnancy is merely the natural consequence of reproduction)).	
	194 N.Y. Workers' Comp. Law §§ 201-205	Private sector employers who provides disability benefits insurance for their employees	Leave	New York's Temporary Disability Insurance (TDI) program provides up to \$170 per week to eligible workers who are temporarily disabled, including women with disabilities resulting from pregnancy or childbirth. Workers are eligible for up to 26 weeks of TDI, but the typical period of pregnancy-related disability is four to six weeks prior to a woman's due date and four to six weeks after delivery	http://ww3.nysif.com/DisabilityBenefits/AboutDisabilityBenefits.aspx
	New York State Department of Civil Service, "Leaves without Pay" (Part 22), <i>Attendance and Leave Manual</i> , Section 22.1	Public sector	Leave	New York's public sector pregnancy disability regulations apply to all state employees regardless of hours worked. The typical period of pregnancy disability is four weeks prior to a woman's due date and six weeks after her delivery date. Disability leave is without pay and may require a doctor's note.	http://www.cs.ny.gov/attend_leave_manual/022LeavesWithoutPay/22_1/22_1Rulespages-LeaveofAbsenceDuration.htm
	196 N.Y. Lab. Law § 206-c.	Private sector/Public sector	Breastfeeding	An employer shall provide reasonable unpaid break time or permit an employee to use paid break time or meal time each day to allow an employee to express breast milk for her	http://codes.lp.findlaw.com/nycode/LAB/7/206-c

				nursing child for up to three years following child birth. The employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, where an employee can express milk in privacy. No employer shall discriminate in any way against an employee who chooses to express breast milk in the work place.	
	N.Y. Civil Rights Law § 79-e		Breastfeeding	A mother may breastfeed her child in any public or private location where she is otherwise authorized to be.	http://public.leginfo.state.ny.us/LAWSSEAF.cgi?QUERYTYPE=LAWS+&QUERYDATA=\$CVR79-E\$\$@TXCVR079-E+&LIST=LAW+&BROWSER=BROWSER+&TOKEN=57927051+&TARGET=VIEW
PENDING	Women's Equality Act, Legislative Bill Drafting Commission 12032-02-03	All employers		A pending bill will make it illegal to refuse to provide a reasonable accommodation to an employee for pregnancy and its related conditions. "Reasonable accommodation" will include the provision of an accessible worksite, acquisition or modification of equipment, job restructuring and modified schedules, such that these accommodations do not impose an undue hardship on the employer. A pregnancy-related condition necessitating accommodation is defined	http://www.governor.ny.gov/assets/documents/GPB-9-WOMEN-EQUALITY-ACT-BILL.pdf

				as anything that inhibits normal bodily function. The law will also expand the employers prohibited from discriminating based on sex to all employers, rather than those employers with at least four employees.	
PENDING	New York City Pregnant Women's Fairness Act, Int 0974-2012	Employers in NYC		A pending bill will protect women in New York City who need minor job modifications during pregnancy. The law has been referred to the Committee on Civil Rights.	http://legistar.council.nyc.gov/LegislationDetail.aspx?ID=1241612&GUID=505FEA48-8362-46CB-88CF-A1BDE9B9084E&Options=ID%7cText%7c&Search=
North Carolina	N.C. Gen. Stat. Ann. § 95-151	Public and private sectors; excludes domestic workers employed in the place of residence of his or her employer.	Discrimination	Unlawful to discriminate based on sex.	ftp://www.ncleg.net/EnactedLegislation/Statutes/PDF/ByChapter/Chapter_95.pdf
	N.C. Gen. Stat. Ann. § 95-28.3		Leave	Parents of school-aged children are entitled to four hours per year of unpaid leave to attend school activities.	http://www.ncga.state.nc.us/gascripts/statutes/statutelookup.pl?statute=95-28.3
	See Inside North Carolina: A Guide to State Employment	Public Sector	Leave	Public sector employees may be eligible for paid sick time to care for family members.	http://www.osp.state.nc.us/State%20Employee%20Handbook%202012.pdf

	nt (North Carolina Office of State Personnel, October 1, 2012), 39, http://www.osp.state.nc.us/State%20Employee%20Handbook%202012.pdf				
	N.C. Gen. Stat. § 14-190.9 (1993)		Breastfeeding	A woman is allowed to breastfeed in any public or private location. Breastfeeding does not violate indecent exposure laws. (HB 1143)	http://www.ncleg.gov/gascripts/Statutes/StatutesSearch.asp?bPrintable=true&searchCriteria=ses&searchScope=All&returnType=Section&page=40
North Dakota	N.D. Cent. Code Ann. § 14-02.4-03	At least one employee for at least a quarter of the year	Discrimination	It is unlawful to discriminate based on sex. "Sex" includes pregnancy, childbirth, and disabilities related to pregnancy or childbirth.	http://www.legis.nd.gov/cencode/t14c02-4.pdf?20130605091328
	N.D. Cent. Code Ann. § 54-52.4-06	"Employer" means the state but does not include any political subdivision of the state	Leave	During a period that an employee takes family leave, the employer shall continue to make any group health insurance coverage or health care plan for its employees and their dependents	http://www.legis.nd.gov/cencode/t54c52-4.pdf?20130605091402

				available to the employee and the employee's dependents under the conditions that applied immediately before the family leave began. The employer is not required to pay any cost of insurance or health care for that employee and the employee's dependents while the employee is on family leave.	
	N.D. Cent. Code Ann. § 54-52.4-02	State employers	Leave	Up to twelve workweeks aggregate between parents, within a twelve month period; leave does not have to be paid. Family leave supplements any leave otherwise available to an employee. Leave does not limit employee's rights or benefits.	http://www.legis.nd.gov/cencode/t54c52-4.pdf?20130605091402
	N.D. Cent. Code § 54-52.4-03	State; excludes political subdivisions of state	Leave	An employee eligible for leave is entitled to use leave to care for a child or an immediate family member with a serious health condition. The employer must compensate the employee for leave used on the same basis as if the leave had been taken due to the employee's own illness.	http://www.legis.nd.gov/assembly/62-2011/documents/11-0601-04000.pdf?20130605090748
	N.D. Cent. Code § 23-12-16 N.D. Cent. Code § 23-12-17		Breastfeeding	A woman may breastfeed her child in any location, public or private, where the woman and child are otherwise authorized to be. An employer may use the designation "infant friendly" on its promotional materials if the employer adopts specified workplace breastfeeding policies, including	http://www.legis.nd.gov/cencode/t23c12.pdf?20130605091442

				scheduling breaks and permitting work patterns that provide time for expression of breast milk; providing a convenient, sanitary, safe and private location other than a restroom for expressing breast milk; and a refrigerator in the workplace for the temporary storage of breast milk. The law also directs to the state department of health to establish guidelines for employers concerning workplace breastfeeding and infant friendly designations.	
Ohio	Ohio Rev. Code Ann. § 4112.01-02	Public employers and employers with four or more employees; employee excludes domestic service workers	Discrimination	Sex discrimination is an unlawful employment practice. "Because of sex" and "on the basis of sex" include, but are not limited to, because of or on the basis of pregnancy, any illness arising out of and occurring during the course of a pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.	http://codes.ohio.gov/orc/4112.01
	Ohio Admin. Code 4112-5-05	All employers	Discrimination	Women shall not be penalized in their conditions of employment because they require time away from work on account of childbearing. When, under the employer's leave policy the female employee would qualify for leave, then	http://codes.ohio.gov/oac/4112-5-05

				<p>childbearing must be considered by the employer to be a justification for leave of absence for female employees for a reasonable period of time. Conditions applicable to her leave (other than its length) and to her return to employment shall be in accordance with the employer's leave policy.</p> <p>If the employer has no leave policy, childbearing is a justification for leave of absence for a female employee for a reasonable period of time. Following childbirth, and upon signifying her intent to return within a reasonable time, such female employee shall be reinstated to her original position or to a position of like status and pay, without loss of service credits.</p>	
	Ohio Admin. Code §§ 123:1-33-01, 123:1-33-05, 123:1-33-06; Ohio Admin. Code § 123:1-33-05(B).	State Employees	Leave	Full-time state employees who have worked continuously for the state for at least one year and are disabled for more than 14 consecutive days may take up to 12 months of paid disability leave over the course of their employment; pregnancy-related disabilities are included in this provision. While on disability leave, workers are paid 67 percent of their usual salary.	http://codes.ohio.gov/oac/123%3A1-33-01
	201 Ohio Rev. Code Ann. §	State employees	Leave	State workers who work at least 30 hours per week are entitled to up to six weeks of parental leave after the birth or	http://codes.ohio.gov/orc/124.136

	124.136.202			adoption of a child. Leave can be used by either parent. New parents receive four weeks of leave at 70 percent of their current salary after satisfying a two-week waiting period. Leave must be taken with federal FMLA leave and can be combined with accrued paid sick or vacation leave.	
	Ohio Admin. Code §§ 123:1-32-05(A)(5)	State Employees	Leave	State workers who earn sick leave are entitled to use it to care for an immediate family member who is ill or disabled by a serious health condition.	http://codes.ohio.gov/oac/123%3A1-32
	Ohio Rev. Code Ann. § 3781.55 (2005)		Breastfeeding	A mother is entitled to breastfeed her baby in any location of a place of public accommodation wherein the mother is otherwise permitted.	http://codes.ohio.gov/orc/3781.55
Oklahoma	Okla. Stat. Ann. tit. 25, § 1301-1302	Pays one or more individuals	Discrimination	It is a discriminatory practice for an employer to discriminate based on sex. Sex includes but is not limited to pregnancy, childbirth or related medical conditions; women affected by pregnancy, childbirth or related medical conditions shall be treated the same for all employment-related purposes as other persons not so affected but similar in their ability or inability to work.	http://www.oklegislature.gov/osstatuestitle.html
	Okla. Stat. Ann. tit. 40, § 2-414		Discrimination	Pregnant women who otherwise qualify for benefits may not be prevented from receiving said benefits for the full number of weeks to which they are entitled.	http://www.oklegislature.gov/osstatuestitle.html

	Okla. Stat. tit. 63, § 1-234.1; Okla. Stat. tit. 40, § 435 (2006)		Breastfeeding	Mothers have the right to breastfeed in any location they are allowed to be. It is unclear whether this extends to a mother's place of employment, but another statute provides that employers <i>may</i> provide reasonable unpaid break time each day to an employee who needs to breastfeed or express breast milk for her child.	http://www.oklegislature.gov/osstatuestitle.html
Oregon	Or. Rev. Stat. Ann. § 659A.029	Any person with one or more employees.	Discrimination	Discrimination because of sex is prohibited. The phrase "because of sex" includes, but is not limited to, because of pregnancy, childbirth and related medical conditions or occurrences. Women affected by pregnancy, childbirth or related medical conditions or occurrences shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work by reason of physical condition.	http://www.leg.state.or.us/ors/659a.html
	Or. Rev. Stat. Ann. § 659A.162	Public sector and employers of at least 25 employees for at least 20 weeks of the year. Employees are eligible providing they work at least 25	Leave	An eligible employee is entitled to up to 12 weeks of family leave within any one-year period. In addition, an eligible employee may take a total of 12 weeks of leave within any one-year period for an illness, injury or condition related to pregnancy or childbirth that disables the eligible employee from performing any available job duties offered by the	http://www.leg.state.or.us/ors/659a.html

		hours per week and have been employed by the covered employer for at least 180 days immediately before the date on which the family leave would commence.		employer. Oregon includes domestic partners for the purpose of family leave.	
	Ore. Rev. Stat. §§ 659A.159(1)(d)	Public sector; private sector employers of twenty-five or more people	Leave	Workers who earn paid leave are entitled to use it for the care of a new child or a family member with a serious health condition (including pregnancy disability). Oregon includes domestic partners for the purpose of family leave.	http://www.leg.state.or.us/ors/659a.html
	Or. Rev. Stat. § 653.077	All employers with twenty-five or more employees	Breastfeeding	Women are entitled reasonable unpaid breaks during each four-hour shift to breastfeed or pump.	http://www.leg.state.or.us/ors/653.html
	Or. Rev. Stat. § 109.001		Breastfeeding	Nursing mothers have the right to breastfeed in public. It is unclear whether this authorization always extends to a woman's place of employment.	http://www.leg.state.or.us/ors/109.html
Pennsylvania	43 Pa. Stat. Ann. § 955	Public employers and any person employing four or more persons; "employee" excludes those employed in agriculture or in the domestic service of any person, individuals who, as a	Discrimination	It is an unlawful employment practice for an employer to discriminate based on sex.	http://www.nlsaus/resources/employment/e3_employment_discrimination.html

		part of their employment, reside in the personal residence of the employer, and any individual employed by said individual's parents, spouse or child.			
	<i>Gallo v. John Powell Chevrolet, Inc.</i> , 765 F. Supp. 198, 209 (M.D. Pa. 1991).		Discrimination	Discrimination based on pregnancy constitutes sex discrimination under the PHRA.	http://scholar.google.com/scholar_case?case=5282984987276690071&hl=en&as_sdt=2&as_vis=1&oi=scholarr
	43 Pa. Stat. §§ 954 and 955		Discrimination	Leave and accrual of benefits must be applied to a pregnancy-related disability on the same terms and conditions as they apply to other disabilities.	http://www.nlsa.us/resources/employment/e3_employment_discrimination.html
	Commonwealth of Pennsylvania, Governor's Office. (2007). Management Directive 530.30(4)		Leave	State workers meeting FMLA requirements are entitled to six months of parental leave and six months of disability leave following the birth or adoption of a child, regardless of hours worked.	http://www.state.pa.us/portal/server.pt/gateway/PTARGS_0_2_5337_0_0_43/http%3B/pubcontent.state.pa.us/publishedcontent/publish/global/files/management_directives/employee_d

	(f), (m).				velopment/530_30.pdf
	Commonwealth of Pennsylvania, Governor's Office. (2007). Management Directive 530.2(3)(e).		Leave	State workers meeting FMLA requirements are eligible for up to six months of leave to care for a family member with a serious health condition, including a pregnancy-related disability. Other permanent workers who have been employed for one year are eligible for 12 weeks of such leave.	http://www.state.pa.us/portal/server.pt/gateway/PTARGS_0_2_5337_0_0_43/http%3B/pubcontent.state.pa.us/publishedcontent/publish/global/files/management_directives/employee_development/530_30.pdf
	35 Pa. Stat. § 635.1		Breastfeeding	A woman may breastfeed her child in any location where the mother is authorized to be. It is unclear whether this authorization extends to a woman's place of employment.	http://jsg.legis.state.pa.us/resources/documents/ftp/documents/Public%20Health%20Law%20Report.pdf
Rhode Island	R.I. Gen. Laws Ann. § 28-5-7	Public employers and private employers of four or more people	Discrimination	It is an unlawful employment practice for an employer to discriminate based on sex. "Because of sex" or "on the basis of sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions, and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or	http://webserver.rilin.state.ri.us/Statutes/title28/28-5/28-5-7.HTM

				inability to work.	
	R.I. Gen. Laws Ann. § 28-48-2	Private employers with 50 or more employees. All state government employers. Local governments with 30 or more employees.	Leave	Every employee who has been employed by the same employer for twelve consecutive months is entitled to thirteen consecutive work weeks of parental leave or family leave in any twenty-four month period. The employee must give thirty days' notice. Parental leave or family leave may consist of unpaid leave. If an employer provides paid parental leave or family leave for fewer than thirteen weeks, the additional weeks of leave added to attain the total of thirteen weeks required may be unpaid. Taking parental leave does not result in the loss of benefits.	http://webserver.rilin.state.ri.us/Statutes/title28/28-48/28-48-2.HTM
	State of Rhode Island. (2010, September 22). Employee Handbook: Sick Leave with Pay (Exception Code S). Retrieved 7 June 2013.	State workers	Leave	State workers may use up to 10 paid sick days each year for the illness of an immediate family member.	http://www.hr.ri.gov/documents/Handbook/leave/1200_Sick%20Leave%20with%20Pay_9-22-2010.pdf
	Rhode		Leave and	Rhode Island's Temporary Disability	http://www.dlt.ri

	Island Department of Labor and Training. (n.d.). Temporary Disability Insurance Frequently Asked Questions. Retrieved 7 June 2013.		Insurance	Insurance (TDI) program provides partial wage replacement to eligible workers who are temporarily disabled, including to women with pregnancy or childbirth-related disabilities. Workers are eligible for up to 30 weeks of TDI payments up to a maximum payment cap.	gov/tdi/tdifaqs.htm
	R.I. Gen. Laws § 23-13.2-1 (2003)		Breastfeeding	An employer shall make a reasonable effort to provide a private, secure and sanitary room or other location in close proximity to the work area, other than a toilet stall, where an employee can express her milk or breastfeed her child.	http://webserver.rilin.state.ri.us/Statutes/TITLE23/23-13.2/23-13.2-1.HTM
South Carolina	S.C. Code Ann. § 1-13-80 S.C. Code Ann. § 1-13-30	Employers of at least 15 employees for at least 20 weeks out of the year	Discrimination	It is an unlawful employment practice for an employer to discriminate based on sex. The terms “because of sex” or “on the basis of sex” include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or	http://www.scstatehouse.gov/code/t01c013.php

				inability to work.	
	230 S.C. Code. Ann. §§ 8-11-40(C), 8-11-155	State Workers	Leave	State workers who earn sick leave may use up to 10 days to care for an ill immediate family member.	http://www.scstatehouse.gov/code/t08c011.php
	S.C. Code § 41-35-125(B)		Unemployment	Workers who leave the job because of the illness or disability of an immediate family member may still be eligible for unemployment insurance benefits.	http://www.scstatehouse.gov/code/t41c035.php
	S.C. Code Ann. § 63-5-40 (2005)		Breastfeeding	A woman may breastfeed her child in any location where the mother is authorized to be. It is unclear whether this authorization extends to a woman's place of employment.	http://www.scstatehouse.gov/code/t63c005.php
South Dakota	S.D. Codified Laws § 20-13-10; S.D. Admin. R. 20:03:09:12	Public and private employers	Discrimination	An employer may not discriminate based on sex. Sex discrimination may include pregnancy discrimination.	http://legis.state.sd.us/statutes/DisplayStatute.aspx?Statute=20-13-10&Type=Statute http://legis.state.sd.us/rules/DisplayRule.aspx?Rule=20:03:09:12
	S.D. Codified Laws § 3-6C-7-9	Public employers	Leave	State employees are entitled to fourteen days leave of absence for sickness without loss of pay for each year the employee is in the employment of the state. Leave of absence for sickness may be advanced to an employee who has been in regular and continuous employment of the state for at least one full year if the employee has used up all	http://legis.state.sd.us/statutes/DisplayStatute.aspx?Type=Statute&Statute=3-6C-7

				of the employee's earned leave of absence for vacation and sickness. Employees may take an approved leave of absence without pay.	
	S.D. Codified Laws § 58-17-111	Covered Employers	Insurance	In the case of an insurance policy covering disability arising out of pregnancy, childbirth, or miscarriage, the maximum benefit period may be one month, except if the plan is an employer plan with fifteen or more employees, then the maximum benefit period for pregnancy, childbirth, or miscarriage may not be less than the maximum benefit period for other covered disabilities	http://legis.state.sd.us/statutes/DisplayStatute.aspx?Type=Statute&Statute=58-17
Tennessee	Tenn. Code Ann. § 4-21-401	Employers of at least 8 people	Discrimination	An employer may not discriminate based on sex.	http://tn.gov/generalserv/cpo/sourcing/law/4-21-401.pdf
	Tenn. Code Ann. § 4-21-408	Employers of at least 8 people	Leave	An employee that has worked for the same employer for at least 12 months may have up to four months of leave following a birth or adoption. Leave may be with or without pay at the employer's discretion. Employees are expected to give three months' notice to employers in order to not forfeit the right to return to full employment after the four months.	http://www.tn.gov/labor-wfd/Title4-21-408.htm
	Tenn.	State Workers	Leave	State workers who earn sick leave may	http://www.tenn

	Code. Ann. § 8-50-802.			use it to care for an immediate family member, including a spouse disabled by pregnancy.	essee.gov/sos/rules/1120/1120-06.pdf
	Tenn. Code Ann. § 56-7-2351		Insurance	Any individual and group health insurance policy that provides coverage for pregnancy and/or maternity benefits may not be cancelled or terminated due to pregnancy of an enrollee in the plan. If and only if a person or the person's spouse is pregnant at the time the health insurance coverage is initially purchased, then at the time of the purchase, pregnancy and/or maternity benefits for the current pregnancy may be denied as a pre-existing condition.	http://www.lawsolver.com/law/state/tennessee/tn-code/tennessee_code_56-7-2366
	Tenn. Code Ann. § 50-1-305 (1999)		Breastfeeding	Employers must provide daily unpaid break time for a mother to express breast milk for her infant child. Employers are also required to make a reasonable effort to provide a private location, other than a toilet stall, in close proximity to the workplace for this activity.	http://breastfeeding.tn.gov/
	Tenn. Code Ann. § 68-58-101		Breastfeeding	A woman may breastfeed her child anywhere she has a right to be.	http://breastfeeding.tn.gov/
Texas	Tex. Labor Code Ann. § 21.106	Employer of at least fifteen employees working at least twenty weeks of the year	Discrimination	A woman affected by pregnancy, childbirth, or a related medical condition shall be treated for all purposes related to employment, including receipt of a benefit under a fringe benefit program, in the same manner as another individual not affected but similar in the	http://www.statutes.legis.state.tx.us/SOTWDocs/LA/htm/LA.21.htm

				individual's ability or inability to work.	
	Tex. Loc. Gov't Code §180.004 (2001).	Municipality or County	Accommodation	A municipality or a county is required to make a reasonable effort to accommodate an employee of the municipality or county who is determined by a physician to be partially physically restricted by a pregnancy.	http://www.statutes.legis.state.tx.us/Docs/LG/htm/LG.180.htm#180.004
	236 Texas Gov't Code Ann. § 661.913.		Leave	State workers are entitled to up to 12 weeks of leave to care for a new child, regardless of hours worked. Leave may not be job-protected.	http://www.statutes.legis.state.tx.us/Docs/GV/htm/GV.661.htm#661.913
	237 Texas Gov't Code Ann. § 661.202(d)-(e).		Leave	State workers who earn sick leave may use it to care for an immediate family member.	http://www.statutes.legis.state.tx.us/Docs/GV/htm/GV.661.htm#661.202
	Tex. Health Code Ann. § 165.002 (1995)		Breastfeeding	A woman may breastfeed her child in any location. It is unclear whether this authorization extends to a woman's place of employment.	http://www.statutes.legis.state.tx.us/Docs/HS/htm/HS.165.htm
	Tex. Health Code Ann. § 165.003 et seq.		Breastfeeding	Businesses with policies supporting worksite breastfeeding may use the designation of "mother-friendly."	http://www.statutes.legis.state.tx.us/Docs/HS/htm/HS.165.htm
Utah	Utah Code Ann. § 34A-5-106 (West)	public and private employers, employment agencies, labor organizations	Discrimination	An employer may not discriminate against anyone otherwise qualified on the basis of pregnancy, childbirth, or pregnancy-related conditions. A person must be "otherwise qualified" with or	http://le.utah.gov/code/TITLE34A/htm/34A05_010600.htm

				without reasonable accommodations.	
	Utah Admin. Code R477-7-4	State workers	Leave	State workers who earn sick leave may use it for preventive health and dental care, maternity, paternity, and adoption care, or for absence from duty because of illness, injury or disability of the employee, a spouse, children or parents living in the employee's home; or qualifying FMLA purposes.	http://www.rules.utah.gov/publicat/code/r477/r477-007.htm
	Utah Code Ann. § 17-15-25 (1995)		Breastfeeding	A woman has a right to breastfeed in public. It is unclear whether this authorization extends to her place of employment.	http://le.utah.gov/code/TITLE17/htm/17_15_002500.htm
Vermont	Vt. Stat. Ann. tit. 21, § 495 (West); 21 V.S.A. § 1726.; 3 Vt SA § 961(6), 963	any employer, employment agency, or labor organization	Discrimination	It is unlawful for any employer to discriminate on the basis of sex.	http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&Chapter=005&Section=00495
	<i>Lavalley v. E.B. & A.C. Whiting Co.</i> , 166 Vt. 205, 208, 692 A.2d 367, 369 (1997).		Discrimination	Discrimination based on pregnancy can be a violation of Vermont's Fair Employment Practices Act, but a defendant's placement of a pregnant woman on long-term disability at half pay (the employer's response to off-the-job injuries) was not considered a per se violation of the FEPA.	http://libraries.vermont.gov/sites/libraries/files/supct/166/94-657op.txt
	Vt. Stat. Ann. tit.	"Employer" employs 15 or more	Leave	During any 12-month period, an employee may take unpaid family leave	http://www.leg.state.vt.us/statute

	21, § 472 (West)	<p>individuals for an average of at least 30 hours per week during a year.</p> <p>“Employee” means a person who has been continuously employed by the same employer for a period of one year for an average of at least 30 hours per week.</p>		<p>to care for a sick immediate family member or spouse for up to 12 weeks. The employee may use accrued sick leave or vacation leave or any other accrued paid leave for up to 6 of the 12 weeks. As long as the employee gives adequate notice, leave is job-protected, but the employer may require that the employee contribute to the cost of the benefits during the leave at the existing rate of employee contribution.</p>	<p>s/fullsection.cfm?Title=21&Chapter=005&Section=00472</p>
	Vt. Stat. Ann. tit. 21, § 472	<p>Employers with 10 or more employees; employees who have worked for at least one year for an average of 30 hours per week</p>	Leave	<p>Workers are eligible for up to up to 12 weeks of parental leave during pregnancy and following the birth or adoption of a child. The employee may use accrued sick leave or vacation leave or any other accrued paid leave for up to 6 of the 12 weeks. As long as the employee gives adequate notice, leave is job-protected, but the employer may require that the employee contribute to the cost of the benefits during the leave at the existing rate of employee contribution.</p>	<p>http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&Chapter=005&Section=00472</p>
	Vt. Stat. Ann. tit. 21, § 472a	<p>“Employer” employs 15 or more individuals for an average of at least 30 hours per week during a year. “Employee” means a</p>	Leave	<p>Employees may be entitled to up to four hours in a thirty day period, but no more than twenty-four hours in a year, of short-term unpaid leave to attend their children’s preschool or school activities.</p>	<p>http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&Chapter=005&Section=00472a</p>

		person who has been continuously employed by the same employer for a period of one year for an average of at least 30 hours per week.			
	Vermont Department of Human Resources. (2008, August 4). Personnel Policy & Procedure Manual (pp. 281-282).	Public Sector	Leave	State workers may take up to four months of unpaid leave following the birth of a child. Women may use accrued sick leave for any period of disability or illness prior to childbirth and for up to six weeks after childbirth. Workers may take up to 12 weeks of family leave to care for a family member with a serious health condition, including a pregnancy-related disability.	http://humanresources.vermont.gov/sites/dhr/files/Documents/Policy%20Manual/Number%2014.2%20-%20FAMILY%20AND%20PARENTAL%20LEAVE.pdf
	Vt. Stat. Ann. tit. 21, § 305 (2008)		Breastfeeding	Employers must provide reasonable time throughout the day for nursing mothers to express breast milk for three years after the birth of a child. Employers must make a reasonable accommodation to provide appropriate private space that is not a bathroom stall.	http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&Chapter=005&Section=00305
	Vt. Stat. Ann. tit. 9, § 4502(j)		Breastfeeding	A woman has a right to breastfeed in any place of accommodation where she and the child have a right to be.	http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=09&Chapter=139&Section

					=04502
Virginia	Va. Code § 2.2-3903	All employers	Discrimination	An employer may not fire an employee because of sex, childbirth, pregnancy, or related medical conditions.	http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+2.2-3903
	Va. Code. Ann. § 51.1-1110; Va. Code. Ann. §§ 51.1-1107, 51.1-1108.	State Workers	Leave and insurance	Some state workers are eligible for up to 125 days of full or partial wage replacement for pregnancy disability/maternity leave through Virginia's short-term disability insurance system. Some state workers are entitled to a few days per year of paid family or personal leave due to the illness or death of a family member. Those who have worked up to one year are eligible for 32 hours per year, while workers who have worked for more than a year receive 40 hours per year.	http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+51.1-1110; http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+51.1-1107
	Va. Code § 2.2-1147.1 (2002)		Breastfeeding	A woman has the right to breastfeed her child on any property owned, leased or controlled by the state. It is unclear whether this authorization extends to a woman's place of employment.	http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+2.2-1147.1
Washington	Wash. Rev. Code Ann. § 49.60.180	All employers; excludes religious and nonprofit organizations	Discrimination	It is an unfair practice for any employer to discriminate based on sex.	http://apps.leg.wa.gov/rcw/default.aspx?cite=49.60.180
	<i>Hegwine v. Longview Fibre Co., Inc.</i> , 162	All employers; excludes religious and nonprofit organizations	Discrimination	Claims of employment discrimination because of pregnancy are to be analyzed as matters of sex discrimination and are not subject to an	http://caselaw.findlaw.com/wa-court-of-appeals/146629

	Wash. 2d 340, 348, 172 P.3d 688, 693 (2007).			accommodation analysis like that utilized in the disability context.	0.html
	WAC 162-30-020 (4)(a-b)	All employers; excludes religious and nonprofit organizations	Leave	<p>An employer shall provide a woman a leave of absence for the period of time that she is sick or temporarily disabled because of pregnancy or childbirth. Employers must treat a woman on pregnancy related leave the same as other employees on leave for sickness or other temporary disabilities.</p> <p>There may be circumstances when the application of the employer's general leave policy to pregnancy or childbirth will not afford equal opportunity for women and men. One circumstance would be where the employer allows no leave for any sickness or other disability by any employee, or so little leave time that a pregnant woman must terminate employment. Because such a leave policy has a disparate impact on women, it is an unfair practice, unless the policy is justified by business necessity.</p>	http://apps.leg.wa.gov/WAC/default.aspx?cite=162-30-020
	Wash. Rev. Code Ann. § 49.86.050	Employers of at least twelve people; employees who have worked at least a year.	Leave and Insurance	Family leave insurance benefits are payable for up to five weeks in a year. Family leave is job-protected.	http://apps.leg.wa.gov/rcw/default.aspx?cite=49.86.030

	Wash. Rev. Code § 49.12.270 .	Eligible Public/Private Sector employees	Leave	Public and private sector employees entitled to sick leave or time off may use it to care for a child or a family member with a serious health condition. A domestic partner is considered a family member.	http://apps.leg.wa.gov/rcw/default.aspx?cite=49.12.270
	Wash. Admin. Code §§ 357-31-460, 357-31-465, 357-31-475.	Workers who meet FMLA eligibility requirements	Leave	Workers who meet FMLA eligibility requirements may take up to six months of leave to care for a newborn or newly adopted child.	http://apps.leg.wa.gov/wac/default.aspx?cite=357-31-330
PENDING	259 Wash. Rev. Code §§ 49.86.010 , 49.86.030 , 49.86.050 . 260 Wash. Rev. Code § 49.86.090 .	All employers; employees who have worked for at least 680 hours in the previous year	Leave	Washington state enacted a paid parental leave program that will go into effect in 2015. The program will provide eligible workers up to five weeks per year of paid leave to care for a newborn or newly adopted child. Leave taken under the family leave insurance program will run concurrently with any leave taken under the federal FMLA or the state family and medical leave act. Eligible state workers will have job-protected leave.	http://apps.leg.wa.gov/rcw/default.aspx?cite=49.86.050
	Wash. Rev. Code § 43.70.640 (2001); Wash. Rev. Code §		Breastfeeding	Employers with approved breastfeeding policies may use the designation of "infant-friendly" on their promotional materials. A mother has a right to breastfeed her child in any place of public resort,	http://apps.leg.wa.gov/rcw/default.aspx?cite=43.70.640 ; http://apps.leg.wa.gov/rcw/default.aspx?cite=43.70.640 ;

	49.60.30(g)			accommodations, assemblage or amusement	t.aspx?cite=49.60.030
West Virginia	W. Va. Code Ann. § 5-11-9	Public and private employers	Discrimination	Prohibits discrimination based on sex. Discrimination based upon pregnancy constitutes illegal sex discrimination under the Human Rights Act. See <i>West Virginia Dept. of Natural Resources v. Myers</i> , 443 S.E.2d 229, 235 (1994).	http://www.legis.state.wv.us/WVCODE/ChapterEntire.cfm?chap=05&art=11&section=9 http://law.justia.com/cases/west-virginia/supreme-court/1994/21538.html
	W. Va. Code Ann. § 21-5D-4	"Employer" includes any department, division, board, bureau, agency, commission or other unit of state government and any county board of education in the state.	Leave	State employees shall be entitled to a total of twelve weeks of unpaid family leave, following the exhaustion of all his or her annual and personal leave, during any twelve-month period.	http://www.legis.state.wv.us/wvcode/code.cfm?chap=21&art=5D
Wisconsin	Wis. Stat. Ann. § 111.321		Discrimination	No employer may engage in discrimination on the basis of sex.	http://docs.legis.wisconsin.gov/statutes/statutes/111/II/321
	Wis. Stat. Ann. § 111.36		Discrimination	Sex discrimination includes discrimination based on pregnancy, childbirth, maternity leave or related medical conditions; discrimination includes but is not limited to actions	http://docs.legis.wisconsin.gov/statutes/statutes/111/II/36

				concerning fringe benefit programs covering illnesses and disability.	
	Wis. Stat. Ann. § 103.10	Public sector; All employers of at least 50 individuals in the private sector	Leave	Employers must allow employees to take up to six weeks of family leave in a twelve month period because of the birth of a child or the placement of an adoption, as long as the leave begins within sixteen weeks of the birth or placement. Employees may also take up to two weeks of family leave to take care of an immediate family member (including a domestic partner) with a serious health condition. An employee who has a serious health condition which makes the employee unable to perform his or her employment duties may take medical leave for the period during which he or she is unable to perform those duties may take up to two weeks of family medical leave. This may apply to conditions arising from pregnancy.	http://docs.legis.wisconsin.gov/statutes/statutes/103/10
	Wisc. Admin. Code ER 18.14	Public Sector	Leave	Permanent classified state employees may take up to six consecutive months of maternity or paternity leave. Upon request of the employee, the appointing authority may extend or renew a maternity leave of absence for additional periods of time, not to exceed a total of 6 months. Part or all of the original leave, extension or renewal may be covered by sick leave, leave of absence without pay, earned annual	https://docs.legis.wisconsin.gov/code/admin_code/er/18/14

				leave, sabbatical leave, holiday leave, compensatory time off at the employee's discretion, or anticipated annual leave.	
	Wis. Stat. § 103.10(5)(b)	Employers of at least 50 individuals	Leave	Employees who earn paid leave are entitled to use it for the birth or adoption of a child or to care for an ill immediate family member.	http://docs.legis.wisconsin.gov/statutes/statutes/103/10
	Wis. Adm. Code E.R. §§ 18.01(4), 18.03(4).	Public Sector	Leave	State workers who earn sick leave may use it for family medical appointments or for the emergency care of an ill or injured family member for up to five days per illness or injury.	http://docs.legis.wisconsin.gov/code/admin_code/er/18.pdf
	Wis. Stat. § 108.04	Public and Private sector employers of at least four individuals	Unemployment	Employees who leave work due to an immediate family member's illness or disability may be qualified for unemployment benefits.	http://docs.legis.wisconsin.gov/statutes/statutes/108/04
	Wis. Stat. Ann. § 253.165		Breastfeeding	A mother may breast-feed her child in any public or private location where the mother and child are otherwise authorized to be. It is unclear whether this authorization extends to a woman's place of employment.	http://docs.legis.wisconsin.gov/statutes/statutes/253/165
Wyoming	Wyo. Stat. Ann. § 27-9-105	"Employer" includes public and private employers, employment agencies, labor organizations and excludes religious organizations.	Discrimination	Provides that an employer cannot discriminate a qualified disabled person or any person because of pregnancy.	http://legisweb.state.wy.us/statutes/statutes.aspx?file=titles/Title27/Title27.htm
	Wyo. Stat. Ann. § 6-4-201		Breastfeeding	The act of breastfeeding an infant child, including breastfeeding in any place where the woman may legally be, does not constitute public indecency. It is	http://legisweb.state.wy.us/statutes/statutes.aspx?file=titles/Title6

				unclear whether this authorization extends to a woman's place of employment.	/T6CH4AR2.htm
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