

Pregnancy & Parental Leave in America

38M

MOST COMMON BIRTH

DAY = TUESDAY

MONTH = AUGUST

BIRTHS
IN 2017



23%

Of new moms return to work within 2 weeks of giving birth

~50%

Of new moms take less than 2 months of pregnancy disability or bonding leave



7 in 10 fathers took 2 or less weeks off work following the birth or adoption of their child

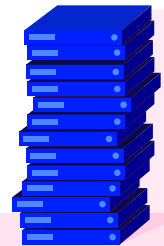
IN 2017

Majority of charges filed with the EEOC include allegations of discharge based on pregnancy



3174

New pregnancy discrimination cases



3781

Resolved pregnancy discrimination cases



California, New Jersey, New York, and Rhode Island provide paid pregnancy disability & bonding leave

Hawaii provides paid pregnancy disability leave

Who has access to employer-sponsored paid bonding leave?



15%

Private industry employees



25%

State & local government employees



IN 2017

30%

Of organizations provided paid pregnancy leave outside of coverage by short-term disability or state law



4 FEDERAL LAWS

★ FMLA ★ ADA

That can relate to pregnancy and childbirth

★ Title VII ★ PDA

10

STATES

Provide eligible employees unpaid, job-protected pregnancy disability leave

15

STATES

Provide eligible employees unpaid, job-protected bonding leave

23

STATES

Grant pregnant employees the right to reasonable accommodation

27

STATES

Prohibit employers from discriminating against pregnant employees