

# Know Your Rights: Pregnant and Breastfeeding Workers in Pennsylvania

The Women's Law Project can help you understand your rights at work.

If you are pregnant or have given birth, many workplaces have to give you:

<b>Equal Treatment</b>	Your employer cannot refuse to hire you, fire you, or otherwise discriminate against you because you are pregnant. Your employer must treat you the way it treats non-pregnant employees who are similar in their ability or inability to work.
<b>Reasonable Accommodations</b>	In many cases, especially if you work in Philadelphia, you have a right to a workplace accommodation for a pregnancy-related condition, as long as the accommodation does not impose an undue hardship on your employer.
<b>Medical Leave</b>	Under the Family and Medical Leave Act, covered employers are required to give eligible employees twelve weeks of paid or unpaid medical leave. Most Philadelphia employers are required to give you 1 hour of sick leave for every 40 hours you work (up to 40 hours of sick leave per year), and employers with 10+ employees must provide paid sick leave.
<b>The Right to Ask for Your Rights</b>	If you ask for your rights or complain that your rights have been violated, your employer cannot respond by taking action against you.

If you are producing breast milk, many workplaces have to give you:

<b>Equal Treatment</b>	An employer cannot refuse to hire you, fire you, or otherwise discriminate against you because you are breastfeeding or producing breast milk. Your employer must treat you the way it treats other employees who are similar in their ability or inability to work.
<b>Break Time to Express Breast Milk and a Private Space that Is Not a Bathroom</b>	In many cases, unless it would be an undue hardship, your employer must provide you with: (1) paid or unpaid break time to express breast milk, and (2) a private space, other than a bathroom, for you to express milk.

THESE RIGHTS DO NOT APPLY TO EVERY EMPLOYEE.

CONTACT THE WOMEN'S LAW PROJECT FOR MORE INFORMATION AND ADVICE ABOUT WHAT YOU CAN DO:

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IS NOT INTENDED AS LEGAL ADVICE.