

Your Rights at Work When Supporting a Loved One Having an Abortion

If you are caring for a loved one who is having an abortion or experiencing pregnancy loss, you may have a right to take time off work. The information below will help you protect your job.

You or your loved one may also contact the Center for WorkLife Law's free legal helpline:
hotline@worklifelaw.org or 415-703-8276

Right to Take Time Off as a Caregiver: Most employees have the right to take time off to travel to and attend health appointments for family members seeking abortion care or experiencing pregnancy loss, as well as time off afterwards to provide care during their physical and mental recovery. These laws may help:



Paid Sick Days

If you work in a [state or city](#) that requires employers to provide paid sick days, you should be able to take a day or two off to care for a family member with a health issue without having to provide any medical documentation or details. Who is considered a "family member" varies across states and localities, but it usually means your spouse, domestic partner, parent, or child, and often others too.



Family Medical Leave Act (FMLA)

Many employees have the right to take up to 12 weeks of unpaid time off to care for a spouse, child, or parent with a serious health condition, like pregnancy, abortion, or pregnancy loss. State law may allow you to take time off to care for other family members, like a domestic partner or sibling. Your employer may ask for a medical note from your family member's healthcare provider. Contact our free legal helpline to find out if you are eligible for FMLA.



Paid Family Leave

Some states provide paid leave benefits for taking time off to care for a seriously ill family member, including due to abortion and pregnancy loss. In some states, this can include chosen family whom you may not share a biological or legal relationship with. [Visit our map](#) to see if your state has a Paid Family Leave program.

Right to Care for Your Own Health: You may be experiencing your own mental health symptoms in the wake of a loved one's miscarriage, stillbirth, or abortion. If so, you may have the right to take time off or to have other changes at work that make it easier to do your job and get the mental health support you need. The above laws may help, as well as the Americans with Disabilities Act, or similar state or local laws.

Need more info?

Contact the Center for WorkLife Law's free, confidential helpline at 415-703-8276 or hotline@worklifelaw.org for information about your rights at work.

For legal advice on other abortion issues, such as your state's abortion ban or restrictions, contact the [Abortion Defense Network](#). Abortion seekers can learn more about their own rights at work and school at this QR Code.

