



On June 27, 2023, the federal **Pregnant Workers Fairness Act (PWFA)** went into effect. It requires employers with **15 or more employees** to make reasonable accommodations for employees who need them because of limitations related to pregnancy, childbirth, or related medical conditions, unless it would be significantly difficult or expensive for the employer. The chart below outlines state pregnancy accommodation laws that may provide greater protections or cover employees who work for smaller employers who would not be covered by the PWFA.

This information is based on laws and court decisions identified at the time this chart was last updated, May 14, 2024. There may be laws or regulations protecting pregnant employees that are not identified below, including laws that may have passed after the creation of this chart. This document is for informational purposes only. **If you need help understanding how the legal rights described below apply to your situation, or if you think your employer is breaking the law, you can contact the Center for WorkLife Law’s free legal helpline at (415) 703-8276 or hotline@worklifelaw.org.**

State Pregnancy Accommodation Laws

State	Pregnancy Accommodation Law Summary	Employee Threshold
Alabama	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Alaska	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act. Public employers must provide pregnant employees with a temporary transfer to a less strenuous or hazardous open job when the transfer is recommended by a health care provider and the employee is qualified to perform the job. Alaska Stat. § 39.20.520.	15 or more employees
Arizona	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Arkansas	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees

California	A California law requires employers to make reasonable accommodations for pregnancy, childbirth, or a related medical condition if requested with the advice of a health care provider. Cal. Gov't Code § 12945(a)(3).	5 or more employees
Colorado	A Colorado law requires employers to make reasonable accommodations for health conditions related to pregnancy or physical recovery from childbirth, unless the employer demonstrates that the accommodation would impose an undue hardship. Colo. Rev. Stat. § 24-34-402.3(1)(a)(I).	1 or more employees
Connecticut	A Connecticut law requires employers to make reasonable accommodations for pregnancy, childbirth, or a related condition, unless the employer demonstrates that the accommodation would impose an undue hardship. Conn. Gen. Stat. § 46a-60.	3 or more employees
Delaware	A Delaware law requires employers to provide reasonable accommodations for pregnancy, childbirth, or a related condition, unless the employer demonstrates that the accommodation would impose an undue hardship. 19 Del. Code §§ 710(17), 711(a)(3)(b).	4 or more employees
Florida	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Georgia	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Hawaii	A Hawaii regulation requires employers to make every reasonable accommodation to the needs of a female employee affected by a disability due to and resulting from pregnancy, childbirth, or related medical conditions. Haw. Code R. § 12-46-107(c).	1 or more employees

Idaho	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Illinois	An Illinois law requires employers to make reasonable accommodations for pregnancy, childbirth, or medical or common conditions related to pregnancy, unless the employer demonstrates that the accommodation would impose an undue hardship. 775 Ill. Comp. Stat. § 5/2-102(J)(1).	1 or more employees
Indiana	An Indiana law allows employees to request an accommodation relating to their pregnancy from their employer. The law requires the employer to respond to the request within a reasonable time, though it does not require the employer to grant the employee any pregnancy-related accommodation. Ind. Code § 22-9-12-3.	15 or more employees
Iowa	If a reasonable accommodation is necessary to allow the pregnant employee to perform the essential functions of her position, the employer must provide such an accommodation, unless it would pose an undue hardship (Binding Order of the Iowa Civil Rights Commission, Latham v. ABCM Corporation, CP# 12-10-60032, DIA No. 12ICRC002, January 24, 2013).	15 or more employees
Kansas	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Kentucky	A Kentucky law requires employers to provide reasonable accommodations for pregnancy, childbirth, or related medical conditions, unless the employer demonstrates that the accommodation would impose an undue hardship. Ky. Rev. Stat. § 344.030, 344.040(c).	15 or more employees
Louisiana	A Louisiana law requires employers to make reasonable accommodations for pregnancy, childbirth, and related medical conditions, unless the employer demonstrates that the accommodation would pose an undue hardship. La. Rev. Stat. § 23:342(2)(b)	25 or more employees (15 or more under federal PWFA)

Maine	A Maine law requires employers to provide a reasonable accommodation for pregnancy, childbirth, or a related medical condition, unless it would impose an undue hardship. Me. Rev. Stat. Ann. Tit. 5 § 4572-A	1 or more employees
Maryland	<p>A Maryland law requires that employers provide reasonable accommodations for disabilities caused or contributed to by pregnancy, unless the employer demonstrates that the accommodation would impose an undue hardship. Md. Code Ann., State Gov't § 20-609(b).</p> <p>A Maryland law also requires all state government employees to be provided with reasonable accommodations for limitations related to pregnancy or childbirth. Accommodations may include, but aren't limited to, changes in job duties, hours, or work area; transfer; or providing leave. 2020 Bill Text MD H.B. 523.</p>	15 or more employees
Massachusetts	A Massachusetts law requires employers to provide reasonable accommodations for pregnancy or pregnancy-related conditions, unless the employer demonstrates that the accommodation would impose an undue hardship. Mass. Gen. Laws ch. 151B, § 4(1E).	6 or more employees
Michigan	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Minnesota	A Minnesota law requires that employers provide reasonable accommodations for health conditions related to pregnancy or childbirth, unless the employer demonstrates that the accommodation would impose an undue hardship. Minn. Stat. § 181.9414.	1 or more employees
Mississippi	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Missouri	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees

Montana	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Nebraska	A Nebraska law prohibits employers from refusing to make reasonable accommodations to the known physical limitations of an employee who is pregnant, has given birth, or has a related medical condition, unless the employer demonstrates that the accommodation would impose an undue hardship. Neb. Rev. Stat. Ann. § 48-1107.02(2)(d).	15 or more employees
Nevada	A Nevada law requires employers to provide reasonable accommodations to an employee for conditions related to pregnancy, childbirth, or a related medical condition, unless the employer demonstrates that the accommodation would impose an undue hardship. Nev. Rev. Stat. Ann. §§ 613.4353-4383.	15 or more employees
New Hampshire	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
New Jersey	A New Jersey law requires that employers provide reasonable accommodations for pregnancy, childbirth, or related medical condition, unless the employer demonstrates that the accommodation would impose an undue hardship. N.J. Stat. Ann. § 10:5-12(s).	1 or more employees
New Mexico	A New Mexico law requires employers to provide reasonable accommodations for employees' needs arising from pregnancy, childbirth, or related medical conditions, unless the employer can demonstrate the accommodation imposes an undue hardship. N.M. Stat. Ann. §§ 28-1-7(K).	4 or more employees

New York	A New York law prohibits employers from refusing to make reasonable accommodations for pregnancy-related conditions, unless the employer demonstrates that the accommodation would impose an undue hardship. N.Y. Exec. Law § 296(3)(a).	1 or more employees
North Carolina	There is no state pregnancy accommodaiton law for private employers. Protections are available under the federal Pregnant Workers Fairness Act. Under N.C. Exec. Order No. 82 (2018), state employees are entitled to workplace adjustments for pregnancy-related conditions, unless doing so would cause an undue hardship. The state agency may seek documentation from the employee’s health care provider about the necessity of the accommodations.	15 or more employees
North Dakota	A North Dakota law requires employers to provide reasonable accommodations for pregnancy, childbirth, and related medical conditions, unless it would “disrupt or interfere with the employer’s normal business operations; threaten an individual’s health or safety; contradict a business necessity of the employer; or impose an undue hardship on the employer.” N.D. Cent. Code § 14-02.4-03(2).	1 or more employees
Ohio	There is no state pregnancy accommodation law. Protections are avaiالبة under the federal Pregnant Workers Fairness Act.	15 or more employees
Oklahoma	There is no state pregnancy accommodation law. Protections are avaiالبة under the federal Pregnant Workers Fairness Act.	15 or more employees
Oregon	An Oregon law requires employers to make reasonable accommodations for pregnancy-related conditions, unless the employer can demonstrate it imposes an undue hardship.Or. Rev. Stat. § 659A.	6 or more employees
Pennsylvania	There is no state pregnancy accommodation law. Protections are avaiالبة under the federal Pregnant Workers Fairness Act.	15 or more employees

Rhode Island	A Rhode Island law requires employers to reasonably accommodate an employee's pregnancy, childbirth, or a related medical condition, unless the employer demonstrates that the accommodation would impose an undue hardship. R.I. Gen. Laws § 28-5-7.4(a)(1).	4 or more employees
South Carolina	A South Carolina law requires employers to provide reasonable accommodations to employees with medical needs arising from pregnancy, childbirth or related medical conditions, unless the employer can demonstrate that the accommodation would impose an undue hardship. S.C. Code Ann. §§ 1-13-80(A)(4).	15 or more employees
South Dakota	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Tennessee	A Tennessee law requires employers to make reasonable accommodations for medical needs arising from pregnancy, childbirth, or related medical conditions, unless the employer can demonstrate that the accommodation imposes an undue hardship. TENN. CODE ANN. § 4-21-4.	15 or more employees
Texas	There is no state pregnancy accommodation law for private employers. Protections are available under the federal Pregnant Workers Fairness Act. A Texas law requires all public employers make a reasonable effort to accommodate an employee who is determined by a physician to be partially physically restricted by a pregnancy. Tex. Gov't Code § 180.004.	15 or more employees
Utah	A Utah law requires employers to make reasonable accommodations for pregnancy, childbirth, or related conditions, unless the employer demonstrates that the accommodation would pose an undue hardship. Utah Code Ann. § 34A-5-106(1)(g).	15 or more employees
Vermont	A Vermont law requires employers to make reasonable accommodations for pregnancy, childbirth, or related conditions, unless the employer demonstrates that the accommodation would pose an undue hardship. 21 V.S.A. §§ 495k, 495d.	1 or more employees

Virginia	A Virginia law requires employers to make reasonable accommodations related to pregnancy, childbirth, or related medical conditions. VA. CODE ANN. § 2.2-3904.	5 or more employees
Washington	A Washington law requires employers to provide accommodations for pregnancy and pregnancy-related health conditions, unless the employer demonstrates that the accommodation imposes an undue hardship. WASH. REV. CODE § 43.10.005.	15 or more employees
West Virginia	A West Virginia law requires employers to make reasonable accommodations for known limitations related to pregnancy, childbirth or related medical conditions, unless the employer demonstrates that the accommodation would impose an undue hardship. W. Va. Code Ann. § 5-11b-2.	12 or more employees
Wisconsin	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Wyoming	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
Puerto Rico	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	15 or more employees
District of Columbia	A D.C. law requires employers to provide reasonable accommodations for pregnancy, childbirth, or related medical conditions, unless the employer demonstrates that the accommodation imposes an undue hardship. D.C. Code Ann. § 32-1231.03.	1 or more employees