



Telling Your Boss You're Pregnant

When and How

Your pregnancy inevitably raises questions in the workplace for you and your supervisor. Will you continue to work throughout your pregnancy? Will you be returning to the same job after your maternity leave is over? Communication is the key to a successful workplace pregnancy experience.



When to Tell Your Boss

- Your boss should be the first person at work to know. Be careful about telling coworkers, because office gossip can beat you to the punch.
- Wait until the beginning of your second trimester, when the risk of miscarriage is lower and you've had time to adjust to the idea of becoming a parent.
- Tell your boss about the pregnancy before you begin to show.
- Give your workplace enough notice so you can get the time off you need and there's time to train or hire someone to take your place while you're gone.

Be Prepared

You'll need to discuss your maternity leave plan with your supervisor. Try to do as much research as you can before approaching him or her. If you can, anticipate and solve problems before they happen; you'll be more likely to get the cooperation you need.

- How can your job be done while you're away? Could a temporary employee be brought in? Is there someone in the office who can be trained for your job? Gather names of staffing agencies and free-lance workers or consultants.
- How much time will you be taking off? Although the law allows you to take up to 12 weeks of unpaid leave, can you afford that? Do you qualify for your state or company disability benefits? Be realistic about your expenses; factor in new baby-related costs.
- Explore the possibility of an alternative work arrangement after your baby is born. Can you telecommute, even part-time? Can you job-share? Can you reduce your hours overall? Would flextime work: coming in earlier or staying later?

Your Attitude

Be completely prepared and confident when you approach your boss with your leave plan. You're making a business proposal. Present the advantages of what you're proposing, stressing the importance of maintaining productivity and morale.

Pregnancy in the Workplace

Of course, by law, a pregnant woman can't be discriminated against. But your employer is legally responsible for the health of your unborn fetus while you're in the workplace.



- A pregnant woman must be treated the same as any other employee with disability conditions.
- A pregnant woman can be reassigned in her job if the current job would put her fetus at risk or if she's unable to do her job.