

# A Bill to Establish Guaranteed Paid Maternity Leave

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The United States shall require all employers to provide a minimum of 12  
3 weeks of paid maternity leave to employees following childbirth or  
4 adoption. Parents using surrogacy shall receive identical benefits.

5 **SECTION 2.** “Paid maternity leave” shall be defined as a paid leave of absence granted  
6 to a mother within the first year after childbirth, adoption, or  
7 arrangement of surrogacy. Employees shall receive no less than  
8 two-thirds of their regular earnings for the time of leave taken.

9 **SECTION 3.** The Department of Labor shall be responsible for overseeing the  
10 enforcement of this policy.

11 A. Employers who fail to abide by the stipulations of this legislation shall  
12 be fined \$25,000 per violation.

13 B. A federal fund under the Department of Labor shall be established to  
14 which small businesses (defined as those with less than 50  
15 employees) may apply for cost-sharing assistance.

16 **SECTION 4.** This legislation will take effect on October 1, 2026. All laws in conflict with  
17 this legislation are hereby declared null and void.

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