

A Bill to Mandate Paid Maternity Leave for All Employees

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** All employers in the United States shall provide a minimum of 12 weeks of paid maternity
3 leave to employees following the birth of a child.

4 **SECTION 2.** “Paid maternity leave” shall be defined as a leave of absence granted to a mother after
5 childbirth with full salary compensation.

6 **SECTION 3.** The Department of Labor shall oversee enforcement of this policy through the following
7 measures:

8 A. Employers who fail to provide paid maternity leave shall be fined \$50,000 per violation.

9 B. A federal fund shall be established to assist small businesses (defined as those with
10 fewer than 50 employees) in covering the costs of paid maternity leave.

11 **SECTION 4.** This legislation shall take effect on January 1, 2026.

12 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.