

HB21 INTRODUCED



1 HB21
2 JWKZYNF-1
3 By Representative Givan
4 RFD: Commerce and Small Business
5 First Read: 04-Feb-25
6 PFD: 08-Jul-24



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SYNOPSIS:

Under existing federal law, an employer must provide a location and reasonable break time for an employee to express breast milk for a period of two years beginning on the date the circumstance relating to the need to express breast milk arises.

This bill would create a state law requiring an employer to provide a location and reasonable break time for an employee to express breast milk.

A BILL
TO BE ENTITLED
AN ACT

Relating to employment; to require an employer to provide a location and reasonable break time for an employee to express breast milk.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. This bill shall be known and cited as the Nursing Mother's Act.

Section 2. (a) As used in this section, "employer" means an individual or entity that employs one or more employees, including all departments, agencies, authorities, and any other office of this state and its political



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29 subdivisions.

30 (b) (1) An employer shall provide an employee with
31 reasonable unpaid break time or shall permit an employee to
32 use paid break time or meal time each day to express breast
33 milk.

34 (2) The break time, if possible, shall run concurrently
35 with any break time already provided to the employee.

36 (3) This section does not require an employer to
37 provide break time if doing so would create an undue hardship
38 on the operations of the employer.

39 (4) The employee shall make reasonable efforts to
40 minimize disruption to the employer's operations.

41 (c) (1) The employer shall make reasonable efforts to
42 provide a room or other location, other than a bathroom, in
43 close proximity to the work area, where an employee may
44 express breast milk in privacy.

45 (2) Nothing in this section shall be construed to
46 require an employer to build a room for the primary purpose of
47 expressing breast milk.

48 (d) An employer may not discriminate against an
49 employee for choosing to express breast milk in the workplace
50 in compliance with this section.

51 (e) The employer shall be held harmless if it makes
52 reasonable efforts to comply with this subsection.

53 Section 3. This act shall become effective on October
54 1, 2025.