

**House Health Reported Substitute for HB290**

A BILL

TO BE ENTITLED

AN ACT

Relating to employment; to require certain employers 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, the term "employer" means an individual or entity that employs more than 50 employees. The term includes all departments, agencies, authorities, and any other office of this state and its political subdivisions that have more than 50 employees.

(b) (1) An employer shall provide an employee with reasonable, unpaid break time or shall permit an employee to use paid break time or meal time each day to express breast milk for a period of up to one year after the birth of the child.

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

(3) This section does not require an employer to provide break time if doing so would create an undue hardship



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on the operations of the employer.

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

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

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

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

Section 3. This act shall become effective on October 1, 2026.