

**House Health Reported Substitute for HB290**

1

2

3

4

5 A BILL

6 TO BE ENTITLED

7 AN ACT

8

9 Relating to employment; to require certain employers to
10 provide a location and reasonable break time for an employee
11 to express breast milk.

12 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

15 Section 2. (a) As used in this section, the term
16 "employer" means an individual or entity that employs more
17 than 50 employees. The term includes all departments,
18 agencies, authorities, and any other office of this state and
19 its political subdivisions that have more than 50 employees.

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

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

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

**House Health Reported Substitute for HB290**

29 on the operations of the employer.

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

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

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

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

42 Section 3. This act shall become effective on October
43 1, 2026.