

HB49 INTRODUCED



1 HB49
2 2JGAASK-1
3 By Representative Givan
4 RFD: Commerce and Small Business
5 First Read: 13-Jan-26
6 PFD: 05-Nov-25



SYNOPSIS:

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

This bill would create a state law requiring every 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, the term "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



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political subdivisions.

(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.

(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 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, in close proximity 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.

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

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