

1 SB100
2 207826-2
3 By Senator Whatley
4 RFD: Healthcare
5 First Read: 02-FEB-21
6 PFD: 01/27/2021

SYNOPSIS: Under existing law, the state does not require employers to provide accommodations for employees who are breastfeeding mothers.

This bill would require employers to make reasonable efforts to provide breastfeeding employees with a time and place to express milk in private.

A BILL
TO BE ENTITLED
AN ACT

Relating to workplace accommodations; to require employers to provide employees who are breastfeeding mothers with a time and private place to express breast milk at work.
BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. (a) As used in this section, "employer" means a person that employs one or more employees and includes the state and its political subdivisions.

1 (b) An employer shall provide reasonable unpaid
2 break time each day to an employee who is a breastfeeding
3 mother to express breast milk for her child. The break time,
4 if possible, shall run concurrently with any break time
5 already provided to the employee. An employer shall not be
6 required to provide break time under this section if to do so
7 would unreasonably disrupt the operations of the employer.

8 (c) The employer shall make reasonable efforts to
9 provide a room or other location with access to an electrical
10 outlet in close proximity to the work area, other than a
11 toilet stall, where the employee can express breast milk in
12 private, free of intrusion from coworkers and the public. The
13 employer shall be held harmless if reasonable efforts have
14 been made to comply with this subsection.

15 (d) The room or location provided under subsection
16 (c) may include the employee's normal work space if her normal
17 work space meets the requirement of this section.

18 Section 2. This act shall become effective on the
19 first day of the third month following its passage and
20 approval by the Governor, or its otherwise becoming law.