



General Assembly

January Session, 2019

Committee Bill No. 7043

LCO No. **6068**



* 0 6 0 6 8 H B 0 7 0 4 3 L A B *

Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT CONCERNING BREASTFEEDING IN THE WORKPLACE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-40w of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2019*):

3 (a) Any employee may, at her discretion, express breast milk or
4 breastfeed on site at her workplace during her meal or break period.

5 (b) An employer shall make reasonable efforts to provide a room or
6 other location, in close proximity to the work area, other than a toilet
7 stall, where the employee can express her milk in private, and that (1)
8 is free from intrusion and shielded from the public while such
9 employee expresses breast milk, (2) includes or is situated near a
10 refrigerator or employee-provided portable cold storage device in
11 which the employee can store her breast milk, and (3) includes access
12 to an electrical outlet.

13 (c) An employer shall not discriminate against, discipline or take
14 any adverse employment action against any employee because such
15 employee has elected to exercise her rights under subsection (a) of this

16 section.

17 (d) As used in this section, "employer" means a person engaged in
18 business who has one or more employees, including the state and any
19 political subdivision of the state; "employee" means any person
20 engaged in service to an employer in the business of the employer;
21 "reasonable efforts" means any effort that would not impose an undue
22 hardship on the operation of the employer's business; and "undue
23 hardship" means any action that requires significant difficulty or
24 expense when considered in relation to factors such as the size of the
25 business, its financial resources and the nature and structure of its
26 operation.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2019	31-40w

Statement of Purpose:

To specify certain parameters for a room or other location in the workplace that accommodates employee breastfeeding.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]

Co-Sponsors: REP. SIMMONS, 144th Dist.; SEN. FLEXER, 29th Dist.
REP. MCCARTHY VAHEY, 133rd Dist.; REP. PORTER, 94th Dist.
REP. LINEHAN, 103rd Dist.; REP. CONLEY, 40th Dist.
SEN. COHEN, 12th Dist.; SEN. MOORE, 22nd Dist.
SEN. ABRAMS, 13th Dist.; SEN. KUSHNER, 24th Dist.
REP. MICHEL, 146th Dist.

H.B. 7043