



General Assembly

January Session, 2019

**Committee Bill No. 7043**

LCO No. 6068



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 Section 31-40w of the general statutes is repealed and the  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	<i>October 1, 2019</i>	31-40w

**LAB**      *Joint Favorable*