

OFFICE OF LEGISLATIVE RESEARCH
PUBLIC ACT SUMMARY



PA 21-27—HB 5158

Labor and Public Employees Committee

AN ACT CONCERNING BREASTFEEDING IN THE WORKPLACE

SUMMARY: This act establishes certain requirements for employer-provided areas that employees can use to express breast milk.

Existing law requires employers to make reasonable efforts to provide a room or other location near the employee's work area, other than a toilet stall, where an employee can express milk in private during a meal or break period. The act further requires that, as long as there is no undue hardship, this area must (1) be free from intrusion and shielded from the public while the employee expresses milk; (2) include or be near a refrigerator or employee-provided portable cold storage device in which the employee can store the breast milk; and (3) have access to an electrical outlet.

By law, an employer's "reasonable efforts" to provide such an area are those that would not impose an undue hardship on the employer's business operation. An "undue hardship" is any action that requires significant difficulty or expense when considered in relation to factors such as the business's size and financial resources and the nature and structure of its operation.

EFFECTIVE DATE: October 1, 2021