



## 2007 Legislative Summary Sheet

### Survey of Bills Related to Breastfeeding and the Workplace Introduced into State Legislatures

This legislative summary sheet was developed to give an overview of the policy and legislation on breastfeeding and work. Statutes and bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- Highlight legislative activity in one particular state
- Make it easier to compare legislation between states
- Illustrate varying legislation language and content



#### Bills Providing Accommodations for Employees

##### Alabama

- HB 347 (In Committee, 3/13/07)  
Provides mandatory workplace accommodations to breastfeeding mothers.

##### Alaska

- HB 190 (Introduced, 3/12/07)
- SB 113 (Introduced, 3/2/07)  
Provides reasonable unpaid break times for nursing mothers to breastfeed or express breast milk and also stipulates that employers shall provide a private, secure, and sanitary room that is not a bathroom for this purpose.

##### Arizona

- HB 2356 (In Committee, 1/22/07)  
Provides reasonable unpaid break times for nursing mothers to breastfeed or express breast milk and also stipulates that employers shall provide a private, secure, and sanitary room that is not a bathroom for this purpose.

##### District of Columbia

- 2007 DC L.B. 133  
Requires employers to provide reasonable daily unpaid break periods and a sanitary location so that breastfeeding mothers are able to express breast milk for their children.

##### Indiana

- SB225 (Introduced, 1/11/07)
- HB 1737 (Introduced, 1/26/07)

#### Contents in this Summary Sheet:

Bills Providing Accommodations for Employees	p.1
Bills Providing Incentives to Employers	p.2
Bills Providing Protections for Breastfeeding	p. 3
Bills Recognizing the Benefits and Importance of Breastfeeding	p. 4



Requires employers to provide paid break times for nursing mothers to breastfeed or express breast milk, and to provide a private, secure, and sanitary room that is not a bathroom for this purpose.

#### Montana

- SB 89 (Enacted, 4/26/07)  
Requires public employers to support the practice of breastfeeding at the workplace.

#### New Mexico

- HB 613 (Enacted, 1/29/07)  
Supports breastfeeding employees by requiring employers to provide a clean, private space (that is not a bathroom) to use a breast pump.

#### New York

- AB 7042 (Introduced, 3/26/07).
- SB 4086 (Introduced, 3/26/07).  
Establishes the 'Nursing Mothers in the Workplace Act,' which ensures breast-feeding employees are given break time during each work day to express milk.
- AB 1060 (Enacted, 1/3/07)  
Requires employers to provide unpaid break times for nursing mothers to breastfeed or express breast milk, and to provide a private, secure, and sanitary room that is not a bathroom for this purpose.
- AB 951 (In Committee, 1/3/07)  
Protects breastfeeding employers against discrimination, requires employers to provide a reasonable paid break time for an employee to express breast milk and to provide suitable accommodations to do so.

#### Oregon

- OR SB 321 (In Committee, 1/19/07)
- OR HB 2372 (Enacted, 5/17/07)  
Requires employers of 25 or more to provide unpaid rest periods to employees to express breast milk if providing rest periods does not cause undue hardship on the operation of business.

#### Wisconsin

- WI AB 160 (In Committee, 3/12/07)  
Permits an employee who is pregnant or who is breastfeeding to request that her employer reasonably accommodate her condition, unless doing so would pose an undue hardship on the employer.



### Bills Providing Incentives to Employers

#### Pennsylvania

- PA SB 36 (In Committee, 2/7/07)  
Provides a tax credit for employer expenses related to employees who breastfeed.



#### Washington

- WA SB 5153 (Reported favorably from Committee, 3/22/07)  
Enables employers to designate themselves as 'infant friendly' if they have an approved workplace breastfeeding policy.

#### West Virginia

- WV HB 2244 (In Committee, 1/16/07)  
Authorizes the Department of Health and Human Resources to develop a program to encourage employers to provide accommodations to employees who are breastfeeding through public designation as 'mother/infant-friendly' employers.



### Bills Providing Protections for Breastfeeding

#### New York

- NY SB 1674 (Amended in Committee, 6/07/07)
- NY AB 3782 (Passed House, to Senate, 6/20/07)  
Establishes the Breastfeeding Bill of Rights, which allows a woman to breastfeed in any location where she is otherwise authorized to be.

#### Pennsylvania

- PA HB 1073 (In Committee, 4/18/07)
- PA SB 35 (In Committee, 2/7/07)  
Prohibits employers, employment agencies, or labor organizations from discriminating against an individual expressing breast milk at the workplace.

#### West Virginia

- WV SB 148 (Vetoed by Governor, 3/14/07)  
Declares that the breastfeeding of a child in public or private shall not be considered public indecency.

#### Wisconsin

- WI AB 104 (In Committee, 2/22/07)
- WI SB 30 (Passed Senate, to House, 10/30/07)  
Permits a mother to breastfeed in any public or private location where she is otherwise authorized to be.

#### Wyoming

- WY HB 105 (Enacted, 3/1/07)  
Permits a woman to breastfeed in any place where she is legally allowed to be.



## Bills Recognizing the Benefits and Importance of Breastfeeding

### Massachusetts

- MA SB 78 (In Committee, 5/9/07)  
Recognizes that breastfeeding benefits infants, families, employers, and the economy of the Commonwealth by helping to lower health care expenses.
- MA HB 2257 (In Committee, 9/26/07)  
Declares that the effort to increase breastfeeding rates is a shared responsibility among government, family, community, workplace, healthcare professionals, and the public and private sectors.

### Ohio

- OH SR 112 (Passed Senate, 7/31/07)  
Designates August as Breastfeeding Awareness Month to increase knowledge of the benefits of breastfeeding.

The Network has additional resources related to this topic.

1. The Sloan Work and Family Research Network has created a publication, the Policy Briefing Series at: [http://wfnetwork.bc.edu/pdfs/policy\\_makers14.pdf](http://wfnetwork.bc.edu/pdfs/policy_makers14.pdf)
2. Our database of academic literature contains the citations and annotations of literature related to the issue of Breastfeeding at the Workplace. You can connect to this database at: [http://library.bc.edu/F?func=find-b-0&local\\_base=BCL\\_WF](http://library.bc.edu/F?func=find-b-0&local_base=BCL_WF)
3. The Network has compiled a Work-Family Bills and Statutes Database to help provide an overview of the bills that have been proposed and the laws that have been passed in various states that are relevant to work-family issues.

This Database includes bills and statutes related to Breastfeeding that have been proposed in previous and current legislative sessions. You can connect to this database at <http://wfnetwork.bc.edu/bills.php?area=policy>