
OLR Bill Analysis**HB 5158*****AN ACT CONCERNING BREASTFEEDING IN THE WORKPLACE.*****SUMMARY**

This bill establishes certain criteria for employer-provided areas used by employees 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 her milk in private during a meal or break period. The bill 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 her 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

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 12 Nay 1 (02/18/2021)