



General Assembly

January Session, 2021

**Committee Bill No. 5158**

LCO No. 2789



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 Section 31-40w of the general statutes is repealed and the  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, 2021*):

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 provided  
8 there is no undue hardship, such room or other location shall (1) be free  
9 from intrusion and shielded from the public while such employee  
10 expresses breast milk, (2) include or be situated near a refrigerator or  
11 employee-provided portable cold storage device in which the employee  
12 can store her breast milk, and (3) include access to an electrical outlet.

13 (c) An employer shall not discriminate against, discipline or take any  
14 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 engaged  
20 in service to an employer in the business of the employer; "reasonable  
21 efforts" means any effort that would not impose an undue hardship on  
22 the operation of the employer's business; and "undue hardship" means  
23 any action that requires significant difficulty or expense when  
24 considered in relation to factors such as the size of the business, its  
25 financial resources and the nature and structure of its operation.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2021	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. CONLEY, 40th Dist.; SEN. COHEN, 12th Dist.

H.B. 5158