

HOUSE BILL 306

P4, P1

8lr1591

By: **Delegates Krimm, Barve, Chang, Ebersole, Fennell, Haynes, Hill, C. Howard, Jones, Lam, and Tarlau**

Introduced and read first time: January 22, 2018

Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **State Personnel – Rights and Protections for Nursing Mothers**

3 FOR the purpose of requiring the State, through its appropriate officers and employees, to
4 provide a reasonable break time for an employee to express breast milk for her
5 nursing child for a certain period of time after the child's birth each time the
6 employee needs to express the milk and, on notice, to provide a certain place that
7 may be used by an employee to express breast milk; prohibiting the State from being
8 required to compensate an employee receiving reasonable break time for any time
9 spent expressing breast milk at work; and generally relating to rights and
10 protections for nursing mothers employed by the State.

11 BY adding to

12 Article – State Personnel and Pensions

13 Section 2–310

14 Annotated Code of Maryland

15 (2015 Replacement Volume and 2017 Supplement)

16 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
17 That the Laws of Maryland read as follows:

18 **Article – State Personnel and Pensions**

19 **2–310.**

20 **(A) THE STATE, THROUGH ITS APPROPRIATE OFFICERS AND EMPLOYEES,**
21 **SHALL PROVIDE:**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(1) A REASONABLE BREAK TIME FOR AN EMPLOYEE TO EXPRESS**
2 **BREAST MILK FOR HER NURSING CHILD FOR 1 YEAR AFTER THE CHILD'S BIRTH EACH**
3 **TIME THE EMPLOYEE NEEDS TO EXPRESS THE MILK; AND**

4 **(2) ON NOTICE, A PLACE, OTHER THAN A BATHROOM, THAT IS**
5 **SHIELDED FROM VIEW AND FREE FROM COWORKERS AND THE PUBLIC AND THAT**
6 **MAY BE USED BY AN EMPLOYEE TO EXPRESS BREAST MILK.**

7 **(B) THE STATE MAY NOT BE REQUIRED TO COMPENSATE AN EMPLOYEE**
8 **RECEIVING REASONABLE BREAK TIME UNDER SUBSECTION (A)(1) OF THIS SECTION**
9 **FOR ANY TIME SPENT EXPRESSING BREAST MILK AT WORK.**

10 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
11 October 1, 2018.