

# HOUSE BILL 306

P4, P1

(8lr1591)

## ENROLLED BILL

— Appropriations/Finance —

Introduced by **Delegates Krimm, Barve, Chang, Ebersole, Fennell, Haynes, Hill, C. Howard, Jones, Lam, ~~and Tarlau~~ Tarlau, Pena-Melnyk, Gaines, Miele, Hettleman, Valentino-Smith, and A. Miller**

Read and Examined by Proofreaders:

\_\_\_\_\_  
Proofreader.

\_\_\_\_\_  
Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this \_\_\_\_\_ day of \_\_\_\_\_ at \_\_\_\_\_ o'clock, \_\_\_\_\_ M.

\_\_\_\_\_  
Speaker.

### CHAPTER \_\_\_\_\_

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, ~~on notice~~, to provide a certain  
7 place that may be used by an employee to express breast milk; prohibiting the State  
8 from being required to compensate an employee receiving reasonable break time for  
9 any time 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

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#### EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.

*Italics indicate opposite chamber/conference committee amendments.*



1 Section 2–310  
 2 Annotated Code of Maryland  
 3 (2015 Replacement Volume and 2017 Supplement)

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

6 **Article – State Personnel and Pensions**

7 **2–310.**

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

10 **(1) A REASONABLE BREAK TIME FOR AN EMPLOYEE TO EXPRESS**  
 11 **BREAST MILK FOR HER NURSING CHILD ~~FOR 1 YEAR~~ AFTER THE CHILD’S BIRTH EACH**  
 12 **TIME THE EMPLOYEE NEEDS TO EXPRESS THE MILK; AND**

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

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

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

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.