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# STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2003

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## A N A C T

RELATING TO HEALTH AND SAFETY - - NURSING WORKING MOTHERS

Introduced By: Representatives Giannini, Slater, Shavers, Ginaitt, and E Coderre

Date Introduced: February 06, 2003

Referred To: House Health, Education & Welfare

It is enacted by the General Assembly as follows:

1           SECTION 1. Title 23 of the General Laws entitled "Health and Safety" is hereby  
2 amended by adding thereto the following chapter:

3   CHAPTER 13.2

4   NURSING WORKING MOTHERS

5           23-13.2-1. Workplace policies protecting a woman's choice to breastfeed. - - (a) An  
6 employer shall provide reasonable work schedule flexibility including scheduling break time and  
7 work patterns, for an employee who needs to express breast milk for her child or breastfeed her  
8 child. The break time will include unpaid break time for up to one (1) hour a day that shall, if  
9 possible, run consecutively with any break time already provided to the employee, and must be at  
10 such times during the day as to allow the employee to maintain milk supply and comfort. The  
11 employer and employee shall develop a plan that is mutually satisfactory and which gives the  
12 employee flexibility and latitude in scheduling such break times. An employer is not required to  
13 provide break time under this section if to do so would unduly disrupt the operations of the  
14 employer.

15           (b) An employer shall make a reasonable effort to provide a safe, private, secure and  
16 sanitary room or other location in close proximity to the work area other than a toilet stall where  
17 an employee can express her milk or breastfeed her child in privacy.

1 SECTION 2. This act shall take effect upon passage.

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EXPLANATION  
BY THE LEGISLATIVE COUNCIL  
OF  
A N A C T  
RELATING TO HEALTH AND SAFETY - - NURSING WORKING MOTHERS

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1           This act would have an employer provide a safe private place for an employee to  
2 breastfeed her child and would also develop a mutually acceptable plan for an employee who  
3 needs to express breast milk for her child or breastfeed her child.

4           This act would take effect upon passage.

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