

HOUSE BILL NO. 1984

100TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE MERIDETH.

4371H.011

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To amend chapter 290, RSMo, by adding thereto one new section relating to break time for nursing mothers.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 290, RSMo, is amended by adding thereto one new section, to be known as section 290.471, to read as follows:

290.471. 1. For purposes of this section, the following terms mean:

(1) "Employee", any individual employed in this state by an employer;

(2) "Employer", any individual, corporation, partnership, labor organization, or unincorporated association; the state or any agency or political subdivision of the state; or any other legal, business, or commercial entity that has more than five employees exclusive of the employer's parent, spouse, or child or other members of the employer's immediate family. The term "employer" includes an agent of the employer.

2. An employer shall provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time shall, if possible, run concurrently with any break time already provided to the employee. An employer shall not be required to provide break time under this section if to do so would unduly disrupt the employer's operations.

3. An employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where an employee described in subsection 2 of this section can express breast milk in privacy.

4. This section shall apply only to the extent not preempted by federal law.

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EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.