

## STATE WORKPLACE LACTATION LAWS

**(NOTE: If a state is not listed in this chart, it does not have a specific lactation law. Therefore, the general requirements of federal law, as detailed in CP-227, apply. In all states, if the unit cannot accommodate an employee's lactation-related request, unit management should contact the applicable HRBP or the PeopleCenter for assistance.)**

State	Requirements
<b>Arkansas</b>	Employers must provide break time to employees and make reasonable efforts to provide a private space, other than a bathroom stall, to express breast milk.
<b>California</b>	Employers must provide break time to employees and make reasonable efforts to provide a private space, other than a bathroom stall, to express breast milk.
<b>Colorado</b>	Employers must provide break time to employees and make reasonable efforts to provide a private space, other than a bathroom stall, to express breast milk.
<b>Connecticut</b>	Employers must allow employees to express breast milk during ordinary breaks but are not required to provide additional break time. Employers must make reasonable efforts to provide a private space, other than a bathroom stall, to express breast milk.
<b>Delaware</b>	Employers must provide reasonable accommodation, including break time and appropriate facilities for expressing breast milk, unless the employer demonstrates that the requested accommodation would impose an undue hardship.
<b>District of Columbia</b>	Employers must provide reasonable break time as needed and shall make reasonable efforts to provide a sanitary, private, and secure location in close proximity to the work area, other than a bathroom stall, to express breast milk.
<b>Georgia</b>	Employers must provide break time of a reasonable duration to employees to express milk, and the break time must be paid at the employee's regular rate of compensation. The employer must provide the employee with a private space, other than a restroom, to express breast milk.
<b>Hawaii</b>	Employers must provide break time to employees and make reasonable efforts to provide a private space, other than a bathroom stall, to express breast milk.
<b>Illinois</b>	Employers must provide break time to employees to express milk for up to one year after the child's birth and may not reduce an employee's pay for time spent expressing breast milk for any additional break(s) beyond the 30-minute unpaid meal break. Employers also must make reasonable efforts to provide a private space in close proximity to the work area, other than a bathroom stall, to express breast milk.

<b>Indiana</b>	Employers must provide a private space, other than a bathroom stall, to express breast milk and must provide or allow employees to provide cold storage space for breast milk.
<b>Kentucky</b>	Employers must provide reasonable accommodation for lactation, including break time and a private space, other than a bathroom stall, to express breast milk, unless the employer demonstrates that the requested accommodation would impose an undue hardship.
<b>Maine</b>	Employers must provide break time to employees and make reasonable efforts to provide a private space, other than a bathroom stall, to express breast milk.
<b>Massachusetts</b>	Employers must provide reasonable accommodation for lactation, including more frequent or longer paid or unpaid break time and a private space, other than a bathroom stall, to express breast milk, unless the employer demonstrates that the requested accommodation would impose an undue hardship.
<b>Minnesota</b>	An employer must provide reasonable break times each day to an employee who needs to express breast milk for her infant child. The break times may run concurrently with any break times already provided to the employee. An employer shall not reduce an employee's compensation for time used for the purpose of expressing milk. Employers must make reasonable efforts to provide a clean, private, and secure space with access to an electrical outlet in close proximity to the working area, other than a bathroom stall, to express breast milk.
<b>Mississippi</b>	Employers are prohibited from preventing employees from expressing breast milk during any meal or break period.
<b>Nebraska</b>	Employers must provide reasonable accommodation for lactation, including break time and appropriate facilities for expressing breast milk, unless the employer demonstrates that the requested accommodation would impose an undue hardship.
<b>Nevada</b>	Employers must provide reasonable accommodation for lactation, including break time and appropriate facilities for expressing breast milk, unless the employer demonstrates that the requested accommodation would impose an undue hardship.
<b>New Jersey</b>	Employers must provide reasonable break time to employees and a suitable room or other location with privacy in close proximity to the work area, other than a bathroom stall, to express breast milk.
<b>New Mexico</b>	Employers must provide flexible break time and a private, clean space near the employee's work area, other than a bathroom stall, for expressing breast milk.

<b>New York</b>	<p>Employers must provide reasonable break time to employees each time the employee has reasonable need to express breast milk for up to three years following childbirth. Employers must provide a lactation room and a refrigerator suitable for breast milk storage in close proximity to the employee's work area, unless doing so would pose an undue hardship.</p> <ul style="list-style-type: none"> <li>○ The lactation room must not be a bathroom and must be clean, shielded from view, free from intrusion, near access to running water, and must have an electrical outlet, a chair, and a surface on which to place a breast pump and other personal items.</li> <li>○ If the designated lactation room is used for other purposes, the sole function of the room shall be as a lactation room when in use by an employee to express breast milk.</li> <li>○ If the unit has no Sodexo or client space available to be used as a lactation room, the unit must engage in the accommodation process to determine whether there is another suitable accommodation, such as any room other than a bathroom in close proximity to the work area where the employee can express breast milk in private.</li> </ul> <p>Units must provide the <a href="#">Policy on the Rights of Employees to Express Breast Milk</a> published by the New York State Department of Labor to each employee upon hire and annually thereafter and to employees upon returning to work following the birth of a child.</p> <p><b>For accounts in New York City:</b></p> <p>Units must provide new hires with the applicable policy for their unit:</p> <p>(1) Dedicated Lactation Room; (2) Use of Multi-Purpose Room; or (3) No Dedicated Lactation Room. The templates can be found on the <a href="#">New York City Pregnancy Accommodation</a> page on Sodexo LINK.</p>
<b>Oklahoma</b>	<p>Employers may provide break time to employees to express milk and may make reasonable efforts to provide a private, secure, sanitary space in close proximity to the work area, other than a bathroom stall, to express breast milk.</p>
<b>Oregon</b>	<p>Employers must provide reasonable break time as needed to express breast milk for a child under 18 months of age and make a reasonable effort to provide a private location in close proximity to the work area, other than a bathroom stall, to express breast milk.</p>
<b>Puerto Rico</b>	<p>Employers must provide two or three breaks, totaling one hour, for each full-time workday for nursing mothers to express breast milk or to breastfeed at on-site childcare for up to 12 months after the day the employee returns to work.</p>
<b>Rhode Island</b>	<p>Employers must provide reasonable accommodation for lactation, which may include break time and a private, non-bathroom space for expressing breast milk in close proximity to the work area, unless the employer demonstrates that the requested accommodation would impose an undue hardship.</p>

<b>South Carolina</b>	Employers must provide reasonable accommodation for lactation, which may include break time and providing a private space, other than a bathroom stall, to express breast milk unless the employer demonstrates that the requested accommodation would impose an undue hardship.
<b>Tennessee</b>	Employers must provide reasonable break time and make reasonable efforts to provide a private location in close proximity to the work area, other than a bathroom stall, to express breast milk.
<b>Utah</b>	Employers must provide reasonable accommodation for lactation, which may include break time and providing a private space to express breast milk, unless the employer demonstrates that the requested accommodation would impose an undue hardship.
<b>Vermont</b>	Employers must provide reasonable break time to express breast milk for a child under 3 years of age and make a reasonable effort to provide a private location, other than a bathroom stall, to express breast milk.
<b>Washington</b>	Employers must provide reasonable break time to express breast milk for a child under 2 years of age and must provide a private location, other than a bathroom stall, to express breast milk. If the unit does not have a space for the employee to express breast milk, the unit must “work with the employee to identify a convenient location and work schedule to accommodate her needs.”