

Chapter 179

(House Bill 306)

AN ACT concerning

State Personnel – Rights and Protections for Nursing Mothers

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

BY adding to

Article – State Personnel and Pensions
 Section 2–310
 Annotated Code of Maryland
 (2015 Replacement Volume and 2017 Supplement)

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

Article – State Personnel and Pensions**2–310.**

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

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

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

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

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

Approved by the Governor, April 24, 2018.