

Senate Bill 43

By: Senators James of the 35th, Rhett of the 33rd, Parent of the 42nd, Henson of the 41st, Fort of the 39th and others

A BILL TO BE ENTITLED
AN ACT

1 To amend Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to
2 general provisions relative to labor and industrial relations, so as to change certain provisions
3 relating to an employer's obligation to provide time for an employee to express breast milk
4 for an infant child; to provide for related matters; to repeal conflicting laws; and for other
5 purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to general
9 provisions relative to labor and industrial relations, is amended by revising Code Section
10 34-1-6, relating to an employer's obligation to provide time for women to express breast milk
11 for an infant child, as follows:

12 "34-1-6.

13 (a) As used in this Code section, the term 'employer' means any person or entity that
14 employs one or more employees and shall include the state and its political subdivisions.

15 (b) An employer ~~may~~ shall provide reasonable unpaid break time each day to an employee
16 who needs to express breast milk for ~~her~~ an infant child. The employer ~~may~~ shall make
17 reasonable efforts to provide a room or other location, ~~(in close proximity to the work~~
18 ~~area), other than a restroom or toilet stall, that is shielded from view and free from intrusion~~
19 from other workers and the public and that includes access to an electrical outlet, where the
20 employee can express ~~her~~ milk in privacy. The break time shall, if possible, run
21 concurrently with any break time already provided to the employee. An employer ~~is~~ shall
22 not be required to provide break time under this Code section if to do so would unduly
23 disrupt the operations of the employer."

24 **SECTION 2.**

25 All laws and parts of laws in conflict with this Act are repealed.