

**Subject** Pregnancy and lactation accommodations

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## Summary

This bill expands the applicability of pregnancy accommodations and requires paid break times for nursing and lactating employees. An employer with one or more employees must provide nursing and lactating employees with paid break time to express milk. The bill removes language allowing an employer to opt out if it would cause undue disruption. An employee may, but is not required, to use existing break times provided by the employer.

An employer with one or more employees must also provide reasonable accommodations for health conditions related to pregnancy or childbirth, to a requesting employee, unless the employer shows it would be an undue hardship. The bill provides examples of accommodations. Some accommodations require the advice of the employee's licensed health care provider or certified doula. An employee is not required to request leave or accept an accommodation. The current law applies to employers with 21 or more employees and is repealed.

An employer may not retaliate against an employee for requesting accommodations or break times for lactation.