

1 **SEC. 4207. REASONABLE BREAK TIME FOR NURSING MOTH-**
2 **ERS.**

3 *Section 7 of the Fair Labor Standards Act of 1938*
4 *(29 U.S.C. 207) is amended by adding at the end the fol-*
5 *lowing:*

6 “(r)(1) *An employer shall provide—*

7 “(A) *a reasonable break time for an employee to*
8 *express breast milk for her nursing child for 1 year*
9 *after the child’s birth each time such employee has*
10 *need to express the milk; and*

11 “(B) *a place, other than a bathroom, that is*
12 *shielded from view and free from intrusion from co-*
13 *workers and the public, which may be used by an em-*
14 *ployee to express breast milk.*

15 “(2) *An employer shall not be required to compensate*
16 *an employee receiving reasonable break time under para-*
17 *graph (1) for any work time spent for such purpose.*

18 “(3) *An employer that employs less than 50 employees*
19 *shall not be subject to the requirements of this subsection,*
20 *if such requirements would impose an undue hardship by*
21 *causing the employer significant difficulty or expense when*
22 *considered in relation to the size, financial resources, na-*
23 *ture, or structure of the employer’s business.*

24 “(4) *Nothing in this subsection shall preempt a State*
25 *law that provides greater protections to employees than the*
26 *protections provided for under this subsection.”.*