

# House File 2292 - Introduced

HOUSE FILE \_\_\_\_\_  
BY ABDUL-SAMAD

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

## A BILL FOR

1 An Act relating to employees who are breast=feeding.  
2 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:  
3 TLSB 6052HH 82  
4 ak/nh/14

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1 1 Section 1. Section 91.5, Code 2007, is amended to read as  
1 2 follows:  
1 3 91.5 OTHER DUTIES == JURISDICTION IN GENERAL.  
1 4 The commissioner shall have jurisdiction and it shall be  
1 5 the commissioner's duty to supervise the enforcement of:  
1 6 1. All laws relating to safety appliances and inspection  
1 7 thereof and health conditions in manufacturing and mercantile  
1 8 establishments, workshops, machine shops, other industrial  
1 9 concerns within the commissioner's jurisdiction and sanitation  
1 10 and shelter for railway employees.  
1 11 2. All laws of the state relating to child labor.  
1 12 3. All laws relating to employment agencies.  
1 13 4. All laws relating to issues of breast=feeding in the  
1 14 workplace.

1 15 ~~4.~~ 5. Such other provisions of law as are now or shall  
1 16 hereafter be within the commissioner's jurisdiction.  
1 17 Sec. 2. NEW SECTION. 91F.1 BREAST=FEEDING AT WORK.  
1 18 1. An employer shall provide reasonable unpaid break time  
1 19 each day to an employee who needs to express breast milk or  
1 20 breast=feed a child. The break time shall, if possible, run  
1 21 concurrently with any break time already provided to the  
1 22 employee. An employer is not required to provide break time  
1 23 under this section if to do so would unduly disrupt the  
1 24 operations of the employer.  
1 25 2. The employer shall make reasonable efforts to provide a  
1 26 room or other location, in close proximity to the work area  
1 27 other than a toilet stall, where the employee can express the  
1 28 breast milk or breast=feed in privacy.  
1 29 3. For the purposes of this section, "employer" means a  
1 30 person who employs one or more employees.

### EXPLANATION

1 32 This bill places the enforcement of laws concerning nursing  
1 33 mothers in the workplace under the auspices of the labor  
1 34 commissioner.  
1 35 The bill requires that an employer provide reasonable daily  
2 1 unpaid break time to an employee who needs to express breast  
2 2 milk or breast=feed a child. The break shall be the same  
2 3 break if one is already given to the employee. An employer is  
2 4 not required to provide a break if doing so would unduly  
2 5 disrupt the employer's work operations.  
2 6 The bill also requires that the employer make reasonable  
2 7 efforts to provide a room or other location, other than a  
2 8 toilet stall, for the employee to express breast milk or  
2 9 breast=feed in privacy.  
2 10 For the purposes of this bill, an employer is defined as a  
2 11 person who employs one or more employees.  
2 12 LSB 6052HH 82  
2 13 ak/nh/14