

S-5344

1 Amend House File 2531, as amended, passed, and
2 reprinted by the House, as follows:

3 1. Page 46, after line 5 by inserting:

4 <DIVISION
5 WORKPLACE ACCOMODATIONS

6 Sec. ____ . NEW SECTION. 91F.1 Short title.

7 This chapter shall be known and may be cited as the
8 "*Family Friendly Workplace Act*".

9 Sec. ____ . NEW SECTION. 91F.2 Definitions.

10 1. "*Employer*" means a person engaged in a business
11 who has one or more employees and also includes the
12 state of Iowa, a department or agency thereof, and any
13 political subdivision of the state.

14 2. "*Reasonable efforts*" means any effort that would
15 not impose an undue hardship on the operation of the
16 employer's business.

17 3. "*Undue hardship*" means any action that requires
18 significant difficulty, compromises the safety of other
19 employees, requires temporary facility closure, or
20 results in expenditures exceeding five hundred dollars,
21 exclusive of the costs of additional labor or unpaid
22 leave costs.

23 Sec. ____ . NEW SECTION. 91F.3 Right to express
24 breast milk in workplace — private location.

25 1. An employer shall provide reasonable unpaid
26 break time or permit an employee to use paid break
27 time, meal time, or both, each day, to allow the
28 employee to express breast milk for the employee's
29 nursing child for up to two years after the child's
30 birth.

31 2. The employer shall make reasonable efforts
32 to provide a place, other than a toilet stall, which
33 is shielded from view and free from intrusion from
34 coworkers and the public, that may be used by an
35 employee to express breast milk in privacy.

36 3. An employer who makes reasonable efforts
37 to accommodate an employee who chooses to express
38 breast milk in the workplace shall be deemed to be in
39 compliance with the requirements of this section.

40 4. The department of workforce development shall
41 provide on its internet site information and links
42 to other internet sites where employers can access
43 information regarding methods to accommodate employees
44 who express breast milk in the workplace. The
45 department shall consult with appropriate organizations
46 or associations to determine the appropriate
47 information and internet site links so as to provide
48 employers with the most accurate and useful information
49 available.

50 Sec. ____ . Section 91.5, Code 2009, is amended to

1 read as follows:

2 **91.5 Other duties — jurisdiction in general.**

3 The commissioner shall have jurisdiction and it
4 shall be the commissioner's duty to supervise the
5 enforcement of:

6 1. All laws relating to safety appliances
7 and inspection thereof and health conditions in
8 manufacturing and mercantile establishments, workshops,
9 machine shops, other industrial concerns within the
10 commissioner's jurisdiction and sanitation and shelter
11 for railway employees.

12 2. All laws of the state relating to child labor.

13 3. All laws relating to employment agencies.

14 4. All laws relating to expressing breast milk in
15 the workplace.

16 ~~4.~~ 5. Such other provisions of law as are now
17 or shall hereafter be within the commissioner's
18 jurisdiction.>

19 2. By renumbering as necessary.

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