

House File 177 - Introduced

HOUSE FILE 177

BY BENNETT, HUNTER,
RUNNING-MARQUARDT, KONFRST,
OLDSON, ANDERSON, McCONKEY,
KURTH, WINCKLER, STAED,
DONAHUE, and EHLERT

A BILL FOR

1 An Act relating to employment policies regarding expression of
2 breast milk.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 216.6, Code 2019, is amended by adding
2 the following new subsection:

3 NEW SUBSECTION. 2A. a. An employer shall provide
4 reasonable break time for an employee to express breast milk
5 for the employee's child. An employer shall provide a clean
6 and sanitary private room, other than a toilet facility, which
7 may be locked by an employee while in use and includes access
8 to an electrical outlet for an employee to express breast milk.
9 b. An employer shall not pay wages to an employee that are
10 less than the rate paid to other employees because the employee
11 expresses, or asks the employer about the ability to express,
12 breast milk at work.
13 c. An employer shall not discipline, up to and including
14 termination, or retaliate against an employee whose work
15 product or work volume decreases because the employee uses
16 or asks the employer about the ability to use break time to
17 express breast milk.

18 EXPLANATION

19 The inclusion of this explanation does not constitute agreement with
20 the explanation's substance by the members of the general assembly.

21 This bill requires an employer to provide reasonable break
22 time for an employee to express breast milk for the employee's
23 child. The bill requires an employer to provide a clean and
24 sanitary private room, other than a toilet facility, which may
25 be locked by an employee while in use and includes access to an
26 electrical outlet for an employee to express breast milk.

27 The bill provides that an employer shall not pay wages to an
28 employee that are less than the rate paid to other employees
29 because the employee expresses, or asks the employer about
30 the ability to express, breast milk at work. The bill also
31 prohibits an employer from disciplining, up to and including
32 termination, or retaliating against an employee whose work
33 product or work volume decreases because the employee uses
34 or asks the employer about the ability to use break time to
35 express breast milk.