

U.S. Government Printing Office. (2010, p. 1217). Reasonable break time for nursing mothers. Patient Protection and Affordable Care Act, Section 4207 (p. 1217). Retrieved from http://housedocs.house.gov/rules/hr4872/111_hr3590_engrossed.pdf

1 **SEC. 4207. REASONABLE BREAK TIME FOR NURSING MOTHERS.**

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 fol15*
 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 col13*
 workers and the public, which may be used by an em14
 ployee to express breast milk.

15 ‘ ‘(2) An employer shall not be required to compensate
16 *an employee receiving reasonable break time under para17*
 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, na23*
 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.’ ’ .*