

HOUSE BILL NO. 1456

Introduced by

Representatives Potter, Ekstrom, S. Meyer, Sandvig

Senator Every

1 A BILL for an Act to create and enact a new section to chapter 34-01 of the North Dakota
2 Century Code, relating to employers' responsibilities for nursing mothers.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1.** A new section to chapter 34-01 of the North Dakota Century Code is
5 created and enacted as follows:

6 **Employers' responsibilities - Nursing mothers.** An employer shall provide
7 reasonable unpaid break time each day to an employee who needs to mechanically express
8 breast milk for her infant child. If possible, the break time must run concurrently with any break
9 time already provided to the employee. An employer is not required to provide break time
10 under this section if doing so would unduly disrupt the operations of the employer. An employer
11 shall make reasonable efforts to provide a room or other location in close proximity to the work
12 area, other than a toilet stall, where the employee can mechanically express her milk in privacy.
13 An employer that makes reasonable efforts to comply with this section is not in violation of this
14 section. The department of labor shall receive complaints of violations of this section and may
15 attempt to obtain voluntary compliance with this section through informal advice, negotiation, or
16 conciliation.