

HOUSE BILL NO. 1440

Introduced by

Representatives Niemeier, Fairfield, Gulleason, N. Johnson

Senator Christenson

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 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 **Nursing mother.** An employer shall provide reasonable unpaid break time each day to
7 an employee who needs to mechanically express breast milk for her infant child. If possible,
8 the break time must run concurrently with any break time already provided to the employee. An
9 employer is not required to provide break time under this section if doing so would unduly
10 disrupt the operations of the employer. An employer shall make reasonable efforts to provide a
11 room or other location in close proximity to the work area, other than a toilet stall, where the
12 employee can mechanically express her milk in privacy. An employer that makes reasonable
13 efforts to comply with this section is not in violation of this section.