

HOUSE BILL NO. 1128

98TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE CIERPIOT.

2377H.011

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To amend chapter 290, RSMo, by adding thereto one new section relating to break time for nursing mothers.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 290, RSMo, is amended by adding thereto one new section, to be known as section 290.470, to read as follows:

290.470. 1. This section shall be known and may be cited as the "Supporting Working Moms Act of 2015".

2. An employer shall provide:

(1) A reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express breast milk; and

(2) A place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

3. An employer shall not be required to compensate an employee receiving reasonable break time under subsection 2 of this section for any work time spent for such purpose.

4. An employer that employs less than fifty employees shall not be subject to the requirements of this section if such requirements would impose an undue hardship causing the employer significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer's business.

5. This section shall apply only to the extent not preempted by federal law.

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EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.