

HOUSE BILL NO. 190

IN THE LEGISLATURE OF THE STATE OF ALASKA
TWENTY-FIFTH LEGISLATURE - FIRST SESSION

BY REPRESENTATIVES CISSNA, Crawford, Kerttula, Gardner

Introduced: 3/12/07

Referred: Health, Education and Social Services, Labor and Commerce

A BILL

FOR AN ACT ENTITLED

1 **"An Act relating to break times for employees who nurse a child."**

2 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

3 *** Section 1.** AS 23.10 is amended by adding a new section to article 7 to read:

4 **Sec. 23.10.450. Nursing mothers.** (a) An employer shall provide reasonable
5 unpaid break time each day to an employee who is the nursing mother of a child so
6 that the employee may breastfeed or express breast milk. The break time may run
7 concurrently with other break time provided to the employee and must occur at times
8 during the workday that reasonably ensure the health and comfort of the mother and
9 the child and allow the employee to maintain breast milk supply.

10 (b) Unless to do so would create a substantial and undue hardship on the
11 employer, an employer shall provide a private, secure, and sanitary room or other
12 location in close proximity to the work area, other than a toilet stall, where the
13 employee can express milk or breastfeed the child.

14 (c) In this section,

15 (1) "employer" means a corporation, company, partnership, firm,

1 association, organization, or sole proprietor, including the state and any political
2 subdivision of the state;

3 (2) "undue hardship" means an action that is unreasonably difficult or
4 costly when considered in relation to factors such as the size of the employer's
5 business, its financial resources, and the nature and structure of its operation.