



Senate

General Assembly

File No. 278

January Session, 2025

Senate Bill No. 1030

Senate, March 27, 2025

The Committee on Labor and Public Employees reported through SEN. KUSHNER of the 24th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

AN ACT CONCERNING BREASTFEEDING IN THE WORKPLACE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-40w of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2025*):

3 (a) [Any employee may, at her discretion,] An employer shall provide
4 a reasonable break time for an employee to express breast milk for such
5 employee's nursing child or breastfeed on site at her workplace [during
6 her meal or break period] each time such employee has the need to
7 express breast milk or breastfeed.

8 (b) An employer shall make reasonable efforts to provide a room or
9 other location, in close proximity to the work area, other than a toilet
10 stall, where the employee can express her milk in private, and provided
11 there is no undue hardship, such room or other location shall (1) be free
12 from intrusion and shielded from the public while such employee
13 expresses breast milk, (2) include or be situated near a refrigerator or
14 employee-provided portable cold storage device in which the employee

15 can store her breast milk, and (3) include access to an electrical outlet.

16 (c) An employer shall not discriminate against, discipline or take any
17 adverse employment action against any employee because such
18 employee has elected to exercise her rights under subsection (a) of this
19 section.

20 (d) As used in this section, "employer" means a person engaged in
21 business who has one or more employees, including the state and any
22 political subdivision of the state; "employee" means any person engaged
23 in service to an employer in the business of the employer; "reasonable
24 efforts" means any effort that would not impose an undue hardship on
25 the operation of the employer's business; and "undue hardship" means
26 any action that requires significant difficulty or expense when
27 considered in relation to factors such as the size of the business, its
28 financial resources and the nature and structure of its operation.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2025	31-40w

LAB *Joint Favorable*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 26 \$	FY 27 \$
Labor Dept.	GF - Potential Revenue Gain	Minimal	Minimal

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill, which requires employers to provide reasonable break time for breastfeeding employees, results in a potential minimal General Fund revenue gain from civil penalties to the extent that complaints are made and subsequent violations are found.

It is anticipated that the Labor Department has sufficient staff and expertise to manage any complaints, which are expected to be few in number.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to fluctuation in the number of violations found.

OLR Bill Analysis**SB 1030*****AN ACT CONCERNING BREASTFEEDING IN THE WORKPLACE.*****SUMMARY**

This bill requires employers to provide a reasonable break time for an employee to express breastmilk for the employee's nursing child or to breastfeed at the workplace each time the employee needs to do so. This generally aligns Connecticut's breastfeeding in the workplace law with federal law (the Pump for Nursing Mothers Act included in the Consolidated Appropriations Act of 2023). Current state law allows an employee, at her discretion, to express breastmilk or breastfeed during her meal or break period.

Existing state law, unchanged by the bill, also requires an employer to make reasonable efforts to provide a room or other location near the work area, except a toilet stall, that (1) is private, (2) has or is near a refrigerator or other employee-provided portable cold storage device, and (3) has access to an electrical outlet.

EFFECTIVE DATE: October 1, 2025

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 13 Nay 0 (03/13/2025)