



General Assembly

January Session, 2025

Committee Bill No. 1030

LCO No. 4897



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

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 Section 31-40w of the general statutes is repealed and the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:		
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Section 1	<i>October 1, 2025</i>	31-40w
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LAB *Joint Favorable*